



REGIONAL PLAN FOR PROGRAM YEARS 2021-2025 (JULY 1, 2021 – JUNE 30, 2025)

Dylan Wren

GREATER LINCOLN, GREATER NEBRASKA, GREATER OMAHA



Provide the following regional analyses based on conditions in each of Nebraska's economic development districts, which are identified in APPENDIX III of the policy:

The State of Nebraska consists of a single workforce planning region, encompassing the entirety of all three local areas and the counties they serve. The Governor has designated local workforce development areas (local areas) to serve as a planning region pursuant to the provisions of the Workforce Innovation and Opportunity Act (WIOA) for the administration of workforce development activities and execution of WIOA Adult, WIOA Dislocated Worker, and WIOA Youth program funds allocated by the Nebraska Department of Labor (NDOL).

Currently, Nebraska has three (3) designated local areas:

- **Greater Omaha Local Workforce Development Area (Greater Omaha)**, serving Douglas, Sarpy, and Washington counties;
- **Greater Lincoln Local Workforce Development Area (Greater Lincoln)**, serving Lancaster and Saunders counties; and
- **Greater Nebraska Local Workforce Development Area (Greater Nebraska)**, serving the remaining 88 Nebraska counties.

The U.S. Economic Development Administration helps fund and approves the boundaries for Nebraska's Economic Development Districts. These Districts will be referenced in this plan, however, the boundaries for these Districts are not the same as the WIOA planning region, the local areas, or NDOL service regions. Additionally, this plan will also point out areas of economic concentration within these defined areas and regions, which are smaller areas of concentrated economic activities focused around economic hub cities. Within this plan, we will try to make it as clear as possible which region or area definition is being used. Nebraska's Economic Development Districts include the following:

Panhandle

The Panhandle Economic Development District is comprised of 11 counties in the Western part of Nebraska, including Scotts Bluff, Banner, Morrill, Sheridan, Sioux, Cheyenne, Garden, Deuel, Dawes, Box Butte, and Kimball counties.

This area makes up the NDOL Panhandle Region and includes the Scottsbluff area of economic concentration (Scotts Bluff, Banner, Morrill, Sheridan and Sioux counties) and Sidney area of economic concentration (Cheyenne, Garden and Deuel counties).

The Sidney area of economic concentration is the smallest area of economic concentration in Greater Nebraska. Scottsbluff and the smaller town of Gering, form the seventh largest urban area in Nebraska.

The combined population of this district is 82,962, with 6,692 worksite establishments. Median earnings for this area are \$34,063.

West Central

The West Central Economic Development District is composed of 18 counties, including Lincoln, McPherson, Hooker, Thomas, Logan, Red Willow, Hayes, Hitchcock, Grant, Arthur, Keith, Perkins, Chase, Dundy, Frontier, Dawson, Gosper, and Furnas.

This area makes up much of the NDOL Mid-Plains Region (which also includes Cherry County) and encompasses the North Platte area of economic concentration (Lincoln, McPherson, Hooker, Thomas and Logan counties) and the McCook area of economic concentration (Red Willow, Hayes and Hitchcock counties)

The combined population of this district is 102,484, with 8,402 worksite establishments. Median earnings for this area are \$34,290.

Central

The Central Economic Development District is made up of 14 counties, including Cherry, Holt, Boyd, Keya Paha, Rock, Brown, Blaine, Loup, Custer, Garfield, Wheeler, Valley, Greeley, and Sherman.

This district crosses the NDOL Mid-Plains, Central, and Northeast Regions and encompasses the O'Neill area of economic concentration (Holt, Boyd, Keya Paha and Rock counties). The O'Neill area of economic concentration makes up the second smallest in Greater Nebraska.

Several counties that feed into the Tri-Cities area of economic concentration (Adams, Clay, Franklin, Nuckolls, Webster, Buffalo, **Blaine**, **Garfield**, Kearney, **Sherman**, Hall, **Greeley**, Hamilton, Howard, Merrick and **Valley** counties) also lie in this district.

A small portion of the Columbus area of economic concentration (Platte, Boone, Butler, Colfax, Nance, Polk and **Wheeler** counties) is also served by this district.

The combined population of this district is 46,966 with 4,866 worksite establishments. Median earnings for this area are \$32,626.

South Central

The South Central Economic Development District covers 13 counties, including Adams, Buffalo, Clay, Franklin, Hall, Hamilton, Harlan, Howard, Kearney, Merrick, Nuckolls, Phelps, and Webster.

This district also includes the Tri-Cities area (Hastings, Grand Island, and Kearney) as part of the area of economic concentration (**Adams**, **Clay**, **Franklin**, **Nuckolls**, **Webster**, **Buffalo**, Blaine, Garfield, **Kearney**, Sherman, **Hall**, Greeley, **Hamilton**, **Howard**, **Merrick** and Valley). Grand Island, Kearney, and Hastings form a group of three closely tied cities within this area. These cities share strong economic, workforce, and educational connections, along with a close enough proximity to each other which buttresses these bonds.

The combined population of this district is 201,625 with 15,026 worksite establishments. Median earnings for this area are \$36,682.

Northeast

The Northeast Economic Development District covers 17 counties, including Knox, Cedar, Dixon, Antelope, Pierce, Wayne, Thurston, Madison, Stanton, Cuming, Burt, Boone, Nance, Platte, Colfax, Dodge, and Butler.

This district serves much of the Columbus area of economic concentration (**Platte, Boone, Butler, Colfax, Nance**, Polk and Wheeler counties) and the Norfolk area of economic concentration (Madison, Antelope, Pierce, Stanton and Wayne counties).

The Columbus and Norfolk areas of economic concentration make up much of the NDOL Northeast region.

The combined population of this district is 206,220 with 14,768 worksite establishments. Median earnings for this area are \$36,432.

Southeast

The Southeast Economic Development District contains 15 counties, including Polk, York, Fillmore, Thayer, Seward, Saline, Jefferson, Saunders, Gage, Cass, Otoe, Johnson, Nemaha, Pawnee, Richardson.

This district covers the NDOL Southeast region and a portion of the NDOL Lincoln region / Greater Lincoln Workforce Development Area (Saunders County only), as well as a portion of the Northeast NDOL regions. It also contains a portion of the Columbus area of economic concentration (Platte, Boone, Butler, Colfax, Nance, **Polk** and Wheeler counties).

The combined population of this district is 175,783 with 11,974 worksite establishments. Median earnings for this area are \$37,493.

Siouxland Interstate Metro Planning Council

The Dakota Economic Development District is composed of one county, Dakota. This district is served by the NDOL Northeast region.

The population of this district is 20,026, with 1,020 worksite establishments. Median earnings for this area are \$32,150.

Metropolitan Area Planning Agency

The Metropolitan Area Planning Agency Economic Development District comprises three counties in the Eastern part of Nebraska, including Douglas, Sarpy, and Washington counties.

This area boundaries are the same as the Greater Omaha Workforce Development Area and aligns with the NDOL Omaha region. The combined population of this district is 779,252, with 47,116 worksite establishments. Median earnings for this area are \$46,345.

Lancaster County

The Lancaster Economic Development District is composed of one county, Lancaster. This district, combined with Saunders county, makes up the Greater Lincoln Workforce Development area and aligns with the NDOL Lincoln region.

The population of this district is 319,090, with 20,140 worksite establishments. Median earnings for this area are \$40,855.

a. economic conditions, including existing and emerging in-demand industry sectors and occupations, based on regional labor market data for each district;

Economic Conditions

Table 1 shows the number of worksite establishments located in each Economic Development District, including the percent changed in number of establishments from 2018 to 2019. The number of worksite establishments decreased in all but one of Economic Development Districts from 2018-2019. The Metropolitan Area Planning Agency was the lone district to show an increase in the number of establishments, growing by 0.2%.. Median earnings increases varied across the state. The Panhandle Area Development District saw the lowest percentage increase at 1.6%, with the highest being in the South Central Economic Development District at 4.4%.

Table 1: Labor Market Information: Population, Number of Worksite Establishment, and Median Earning

Economic Development District	Population	Number of Establishments	Establishments Percent Change	Median Earnings	Median Earnings Percent Change
Central NE Economic Development District	46,966	4,866	-0.6%	\$32,626	2.1%
Lancaster County	319,090	20,140	-0.6%	\$40,855	3.1%
Metropolitan Area Planning Agency	779,252	47,116	0.2%	\$46,345	3.0%
Northeast NE Economic Development District	206,220	14,768	-0.8%	\$36,432	3.7%
Panhandle Area Development District	82,962	6,692	-1.4%	\$34,063	1.6%
Siouxland Interstate Metro. Planning Council	20,026	1,020	-1.4%	\$32,150	3.3%
South Central Economic Development District	201,625	15,026	-0.9%	\$36,682	4.4%
Southeast Nebraska Development District	175,783	11,974	-0.4%	\$37,493	3.8%
West Central Nebraska Development District	102,484	8,402	-0.6%	\$34,290	3.7%

Existing and Emerging In-Demand Sectors and Occupations

Table 2 provides a comparison of industry growth and decline over the past five years. For this table, the data is provided statewide, by NDOL Region, and by MSA.. Statewide, industries with the most growth by percentage were: Construction (16.3%), Real Estate and Rental and Leasing (13.4%), Arts, Entertainment, and Recreation (10.8%), Administrative and Waste Services (7.6%), and Agriculture, Forestry, Fishing & Hunting (7.6%).Statewide, the industries with the most loss

by percentage were: Utilities (11.5%), Mining, Quarrying, and Oil and Gas Extraction (9.8%), Wholesale Trade (6.7%), and Retail Trade (2.6%).

The top industries with growth (by percentage) across the defined regions and MSAs were Arts, Entertainment, and Recreation, as well as Real Estate and Rental and Leasing. Industries experiencing loss in these defined regions and MSAs were Information, Retail Trade, and Wholesale Trade.

Table 2: Quarterly Census of Employment and Wages Industry Comparison 2014-2019

Quarterly Census of Employment and Wages (QCEW) Industry Growth/Decline from 2014-2019	State	Central Region (2013 Def.)	Grand Island MSA (2013 Def.)	Lincoln MSA (2013 Def.)	Mid Plains Region (2013 Def.)	Northeast Region (2013 Def.)	Omaha Consortium (2013 Def.)	Panhandle Region (2013 Def.)	Sandhills Region (2013 Def.)	Southeast Region (2013 Def.)
Accommodation and Food Services	6.8%	6.8%	2.3%	7.4%	0.2%	0.8%	10.7%	1.1%	-3.2%	-3.8%
Administrative and Waste Services	7.6%	-0.8%	-4.9%	31.2%	-13.8%	-11.6%	-1.4%	13.7%	-12.8%	13.0%
Agriculture, Forestry, Fishing & Hunting	7.6%	3.2%	-5.8%	-17.3%	9.6%	17.4%	17.1%	-0.6%	5.8%	10.9%
Arts, Entertainment, and Recreation	10.8%	4.7%	9.8%	19.9%	30.9%	12.4%	6.1%	-15.8%	39.8%	7.9%
Construction	16.3%	-1.1%	-0.6%	20.3%	-14.7%	8.2%	27.8%	0.2%	20.0%	2.2%
Educational Services	4.0%	-0.3%	7.6%	7.2%	-0.2%	2.4%	3.9%	-2.5%	Confidential	4.5%
Finance and Insurance	5.4%	2.2%	10.3%	-12.5%	-0.6%	2.9%	11.7%	-18.7%	-5.9%	-2.3%
Health Care and Social Assistance	4.6%	1.3%	-6.6%	9.0%	-0.7%	-1.5%	8.7%	-6.0%	-2.1%	-4.1%
Information	1.2%	-6.7%	-17.5%	33.5%	-12.6%	-23.9%	-5.5%	-8.6%	-16.9%	-5.8%
Management of Companies and Enterprises	5.9%	34.8%	-9.4%	-1.1%	30.3%	31.8%	9.6%	Confidential	-45.0%	-28.8%
Manufacturing	2.6%	8.1%	-0.9%	-2.5%	0.2%	5.4%	3.1%	-13.1%	13.0%	3.8%
Mining, Quarrying, and Oil and Gas Extraction	-9.8%	6.8%	-2.3%	Confidential	-26.5%	-14.9%	8.7%	-6.7%	43.3%	-15.6%
Other Services, Ex. Public Admin	2.1%	0.2%	-7.9%	3.4%	-7.9%	-9.2%	5.2%	0.7%	-14.5%	3.3%

Professional and Technical Services	5.7%	4.1%	2.3%	14.1%	-9.5%	-6.2%	1.3%	-7.0%	18.1%	-10.5%
Public Administration	2.8%	6.1%	5.3%	0.8%	1.8%	4.1%	2.3%	1.2%	0.3%	-3.1%
Real Estate and Rental and Leasing	13.4%	24.8%	14.6%	20.8%	-15.4%	-5.2%	14.4%	12.1%	31.4%	-2.5%
Retail Trade	-2.6%	-9.6%	-4.4%	-3.2%	-8.5%	-0.4%	0.3%	-9.4%	-11.5%	-3.8%
Total, All Industries	3.8%	0.7%	-0.9%	5.9%	-2.4%	1.5%	5.5%	-8.3%	-0.8%	-1.1%
Transportation and Warehousing	3.9%	-0.5%	13.8%	5.1%	-3.1%	11.5%	1.9%	-6.0%	15.9%	-8.6%
Utilities	-11.5%	-24.9%	-0.5%	Confidential	-8.2%	-3.2%	-17.9%	1.0%	Confidential	-4.0%
Wholesale Trade	-6.7%	-13.6%	-12.7%	2.1%	-4.2%	-9.6%	-3.3%	-34.0%	-11.2%	-12.8%

Source: Nebraska Department of Labor, Labor Market Information, Quarterly Census of Employment and Wages

Table 3 shows the top five growth industries by percent change over the 2014-2019 period for industries employing more than 100 individuals at Nebraska worksites. The information is presented to include growth industries for the entire state, as well as growth industries for defined MSAs and NDOL regions. The growth measurement for this section is based on a comparison of the number of positions employed within the industry in 2014 compared to number of positions employed in the same industry in 2019. Construction, manufacturing, agricultural-related jobs remain consistently on the upward trend across most economic measurement regions throughout the state and have been consistent growth industries historically for Nebraska. There seems to have been significant growth recently in the category of Arts, Entertainment, and Recreation. This growth appears in many of the defined MSAs and regions, ranking in the top five industries in five of the nine, and also showing up in the top five for the state as a whole.

Table 3: Top Five Growth Industries Comparison by Workforce Area 2014-2019

Workforce Area	Industry	2014	2019	14-19 Change	% Change
Nebraska	Administrative and Waste Services	48758	52480	3722	7.6%
	Agriculture, Forestry, Fishing & Hunting	13680	14724	1044	7.6%
	Arts, Entertainment, and Recreation	14260	15794	1534	10.8%
	Construction	46271	53802	7531	16.3%
	Real Estate and Rental and Leasing	9345	10594	1249	13.4%
Central Region (2013 Def.)	Accommodation and Food Services	5116	5464	348	6.8%
	Management of Companies and Enterprises	847	1142	295	34.8%
	Manufacturing	7904	8546	642	8.1%
	Public Administration	3521	3737	216	6.1%
	Real Estate and Rental and Leasing	322	402	80	24.8%
	Arts, Entertainment, and Recreation	508	558	50	9.8%

Grand Island Metropolitan Statistical Area (2013 Def.)	Educational Services	3179	3421	242	7.6%
	Finance and Insurance	1469	1620	151	10.3%
	Real Estate and Rental and Leasing	336	385	49	14.6%
	Transportation and Warehousing	1918	2183	265	13.8%
Lincoln Metropolitan Statistical Area (2013 Def.)	Administrative and Waste Services	7719	10130	2411	31.2%
	Arts, Entertainment, and Recreation	3421	4101	680	19.9%
	Construction	7820	9408	1588	20.3%
	Information	2571	3432	861	33.5%
	Real Estate and Rental and Leasing	1612	1948	336	20.8%
Mid Plains Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	1999	2190	191	9.6%
	Arts, Entertainment, and Recreation	411	538	127	30.9%
	Management of Companies and Enterprises	304	396	92	30.3%
	Manufacturing	5052	5064	12	0.2%
	Public Administration	3074	3129	55	1.8%
Northeast Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	3377	3965	588	17.4%
	Arts, Entertainment, and Recreation	956	1075	119	12.4%
	Construction	4605	4982	377	8.2%
	Management of Companies and Enterprises	151	199	48	31.8%
	Transportation and Warehousing	4746	5290	544	11.5%
Omaha Consortium (2013 Def.)	Accommodation and Food Services	33475	37063	3588	10.7%
	Agriculture, Forestry, Fishing & Hunting	790	925	135	17.1%
	Construction	20898	26700	5802	27.8%
	Finance and Insurance	30000	33499	3499	11.7%
	Real Estate and Rental and Leasing	5639	6451	812	14.4%
Panhandle Region (2013 Def.)	Accommodation and Food Services	3203	3238	35	1.1%
	Administrative and Waste Services	1174	1335	161	13.7%
	Public Administration	2868	2901	33	1.2%
	Real Estate and Rental and Leasing	174	195	21	12.1%
	Utilities	298	301	3	1.0%
Sandhills Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	1031	1091	60	5.8%
	Construction	365	438	73	20.0%
	Transportation and Warehousing	390	452	62	15.9%
	Professional and Technical Services	193	228	35	18.1%
	Manufacturing	370	418	48	13.0%
Southeast Region (2013 Def.)	Administrative and Waste Services	883	998	115	13.0%
	Agriculture, Forestry, Fishing & Hunting	1270	1408	138	10.9%
	Arts, Entertainment, and Recreation	406	438	32	7.9%
	Educational Services	4538	4743	205	4.5%
	Manufacturing	370	8970	8600	3.8%

Table 4 highlights projected industry growth by employment levels expected between 2018 and 2028 in each of the workforce areas. Location quotient is included to show the concentration of an industry compared to statewide and national averages. Regional specialization can be identified using industry concentration, or location quotient, which sets 1.00 as the state or national average. For example, LQ of 2 indicates employment in an area is twice that of the remainder of the state or nation. Agriculture, Forestry, Fishing & Hunting is predominantly the economic driver for most economic areas of concentration, followed by Manufacturing. Significant concentrations include Finance and Insurance in the Omaha Consortium, Educational Services in the Lincoln MSA, and Transportation and Warehousing in the Panhandle.

Table 4: Projected Industry Growth 2018-2028

Workforce Area	Industry	2028 Projected Employment	Projected Change in Employment 2018-2028	Projected Percent Change 2018-2028	In State Location Quotient	National Location Quotient
Central Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	9058	476	5.5%	2.15	13.22
	Health Care and Social Assistance	12355	747	6.4%	1.16	1.05
	Management of Companies and Enterprises	1328	221	20.0%	0.76	0.92
	Manufacturing	8552	210	2.5%	1.21	1.29
	Professional, Scientific, and Technical Services	2053	234	12.9%	0.58	0.38
Grand Island Metropolitan Statistical Area (2013 Def.)	Construction	2503	278	12.5%	0.98	0.94
	Educational Services	4155	247	6.3%	0.87	0.96
	Health Care and Social Assistance	6288	923	17.2%	0.85	0.77
	Manufacturing	8954	723	8.8%	1.90	2.02
	Transportation and Warehousing	2247	166	8.0%	0.92	1.04
Lincoln Metropolitan Statistical Area (2013 Def.)	Accommodation and Food Services	16276	928	6.0%	1.09	0.82
	Construction	10431	817	8.5%	1.01	0.97
	Educational Services	24523	1992	8.8%	1.20	1.33
	Health Care and Social Assistance	30917	3386	12.3%	1.05	0.95
	Professional, Scientific, and Technical Services	11292	1435	14.6%	1.20	0.78

Mid Plains Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	7070	287	4.2%	2.45	15.04
	Educational Services	4867	114	2.4%	0.95	1.06
	Health Care and Social Assistance	6978	321	4.8%	0.95	0.86
	Manufacturing	5295	219	4.3%	1.06	1.13
	Wholesale Trade	2648	200	8.2%	1.25	1.18
Northeast Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	15464	987	6.8%	2.15	13.22
	Educational Services	12420	701	6.0%	0.97	1.07
	Health Care and Social Assistance	15133	849	5.9%	0.84	0.76
	Manufacturing	26156	1417	5.7%	2.13	2.26
	Transportation and Warehousing	5547	511	10.1%	0.83	0.94
Omaha Consortium (2013 Def.)	Accommodation and Food Services	39216	2874	7.9%	1.07	0.81
	Construction	28576	2331	8.9%	1.16	1.11
	Finance and Insurance	42330	2432	6.1%	1.40	2.08
	Health Care and Social Assistance	74749	10112	15.6%	1.03	0.93
	Professional, Scientific, and Technical Services	31168	3319	11.9%	1.41	0.93
Panhandle Region (2013 Def.)	Accommodation and Food Services	3245	116	3.7%	1.02	0.77
	Administrative and Waste Services	1547	84	5.7%	0.72	0.54
	Agriculture, Forestry, Fishing & Hunting	5773	224	4.0%	2.45	15.05
	Health Care and Social Assistance	5926	137	2.4%	1.01	0.92
	Transportation and Warehousing	2771	86	3.2%	1.32	1.49
Sandhills Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	4557	161	3.7%	5.68	34.90
	Construction	508	36	7.6%	0.67	0.64
	Educational Services	1344	56	4.3%	0.93	1.03
	Health Care and Social Assistance	1902	57	3.1%	0.95	0.86
	Transportation and Warehousing	413	28	7.3%	0.55	0.63
	Agriculture, Forestry, Fishing & Hunting	8112	137	1.7%	2.70	16.63

Southeast Region (2013 Def.)	Construction	1968	138	7.5%	0.68	0.65
	Educational Services	5871	345	6.2%	1.04	1.16
	Health Care and Social Assistance	7070	160	2.3%	0.93	0.84
	Manufacturing	9217	221	2.5%	1.77	1.88

b. employment needs of employers in existing and emerging in-demand industry sectors and occupations based on regional labor market data for each district;

Studies were commissioned by Nebraska Departments of Labor and Economic Development from 2016-2020 to identify skills gaps in the labor force by workforce area and contributing factors. (NEworks - Nebraska Labor Availability Study Publications) Results indicate that all areas of Nebraska except Lincoln will experience a shortage of workers due to 1) the flow of individuals into the community will not keep pace with business needs or 2) a significant share of workers deemed difficult to hire due to a “poor work history.” While Lincoln will experience a surplus of job seekers in certain occupations due to local area universities, colleges, and community colleges, a large portion of these individuals are expected to leave the area. It is in the state’s best interest to recruit these graduates into Nebraska communities. Suggested areas of focus include:

- Loan Officers
- Registered Nurses
- Licensed Practical and Licensed Vocational Nurse
- Automotive Service Technicians and Mechanics
- Maintenance and Repair Workers, General
- Computer Controlled Machine Tool Operators, Metal and Plastic
- Multiple Machine Tool Setters, Operators and Tenders, Metal And Plastic
- Machinists
- Industrial Machinery Mechanics
- Welders, Cutters, Solderers, and Brazers
- Heavy and Tractor-trailer Truck Drivers
- Software Developers
- Computer Programmers
- Computer Systems Analysts
- Computer Programmers and Software Developers
- Network and Computer Systems Administrators
- Computer User Support Specialist
- Management Analysts
- Accountants and Auditor

High Wage, High Skill, High Demand (H3)

The Nebraska Departments of Labor and Education, in partnership with the Nebraska Department of Economic Development, have focused their respective efforts towards existing and emerging occupations that meet certain high wage, high skill and high demand criteria. Known as H3 occupations, these occupations are considered high wage when at least half of their wage measures are at or above the regional average for all occupations. Occupations that require either some

college or a higher level of educational attainment are high skill; these include occupations that require a high school diploma or equivalent plus long-term on-the-job training, an apprenticeship, or an internship or residency. The number of annual openings, net change in employment, and growth rate determine whether an occupation is in high demand.

Tables 5 through 23 highlight the percentage of H3 occupations and projected employment needs by industry in each economic area of concentration. These tables include the education, work experience, and job training required for each position.

Central

Table 5: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	294	466	63.1%
Professional, Scientific, and Technical Services	1,124	1,819	61.8%
Transportation and Warehousing	1,057	1,748	60.5%
Educational Services	3,936	7,433	53.0%
Construction	1,632	3,365	48.5%
Health Care and Social Assistance	4,831	11,608	41.6%
Mining	30	89	33.7%
Other Services (except Government)	892	3,133	28.5%
Finance and Insurance	626	2,232	28.0%
Information	188	698	26.9%
Wholesale Trade	939	3,503	26.8%
Management of Companies and Enterprises	296	1,107	26.7%
Government	1,079	4,581	23.6%
Manufacturing	1,856	8,342	22.2%
Administrative and Support and Waste Management and Remediation Services	359	1,866	19.2%
Real Estate and Rental and Leasing	60	345	17.4%
Arts, Entertainment, and Recreation	127	749	17.0%
Retail Trade	840	7,568	11.1%
Agriculture, Forestry, Fishing and Hunting	517	8,582	6.0%
Accommodation and Food Services	59	5,460	1.1%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 6: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$25,185	\$35,546	\$43,329	1,409	1,462	53	3.8%	Post-secondary non-degree award	None	Short term on the job training
Registered Nurses	\$56,322	\$65,272	\$75,235	2,021	2,156	135	6.7%	Bachelor's	None	None
General and Operations Managers	\$42,960	\$81,454	\$131,264	1,117	1,183	66	5.9%	Bachelor's	5 years or more	None
Bookkeeping, Accounting, and Auditing Clerks	\$25,408	\$36,150	\$44,680	999	964	-35	-3.5%	Some college, no degree	None	Moderate term on the job training
Elementary School Teachers, Except Special Education	\$36,177	\$56,969	\$68,981	1,063	1,086	23	2.2%	Bachelor's	None	None
Machinists	\$33,451	\$41,320	\$45,964	626	660	34	5.4%	HS diploma or equivalent	None	Long term on the job training
Carpenters	\$27,235	\$36,609	\$42,772	719	731	12	1.7%	HS diploma or equivalent	None	Apprenticeship
Secondary School Teachers, Except Special and Career/Technical Education	\$45,202	\$58,086	\$70,632	730	752	22	3.0%	Bachelor's	None	None
Human Resources Specialists	\$37,608	\$48,727	\$62,686	343	388	45	13.1%	Bachelor's	None	None
Plumbers, Pipefitters, and Steamfitters	\$33,812	\$40,192	\$57,454	448	465	17	3.8%	HS diploma or equivalent	None	Apprenticeship

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Grand Island MSA

Table 7: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	109	188	58.0%
Educational Services	2,215	3,908	56.7%
Professional, Scientific, and Technical Services	511	953	53.6%
Transportation and Warehousing	1,084	2,081	52.1%
Health Care and Social Assistance	2,287	5,365	42.6%
Management of Companies and Enterprises	157	458	34.3%
Mining	13	42	31.0%
Information	109	370	29.5%
Government	707	2,740	25.8%
Other Services (except Government)	406	1,664	24.4%
Finance and Insurance	454	1,927	23.6%
Wholesale Trade	492	2,102	23.4%
Construction	468	2,225	21.0%
Manufacturing	1,020	8,231	12.4%
Real Estate and Rental and Leasing	46	374	12.3%
Administrative and Support and Waste Management and Remediation Services	191	1,900	10.1%
Arts, Entertainment, and Recreation	51	549	9.3%
Retail Trade	470	5,728	8.2%
Agriculture, Forestry, Fishing and Hunting	185	2,885	6.4%
Accommodation and Food Services	124	3,267	3.8%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 8: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$32,826	\$43,250	\$52,329	1,322	1,436	114	8.6%	Post-secondary non-degree award	None	Short term on the job training
Registered Nurses	Confidential	Confidential	Confidential	935	1,104	169	18.1%	Bachelor's	None	None
General and Operations Managers	\$39,790	\$69,235	\$99,587	714	765	51	7.1%	Bachelor's	5 years or more	None
Elementary School Teachers, Except Special Education	\$49,943	\$65,464	\$86,524	674	713	39	5.8%	Bachelor's	None	None
Accountants and Auditors	\$47,076	\$64,296	\$106,579	414	434	20	4.8%	Bachelor's	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$44,944	\$63,535	\$79,882	406	430	24	5.9%	Bachelor's	None	None
Licensed Practical and Licensed Vocational Nurses	\$37,634	\$45,142	\$51,106	269	304	35	13.0%	Post-secondary non-degree award	None	None
Industrial Machinery Mechanics	\$42,631	\$47,420	\$54,641	176	208	32	18.2%	HS diploma or equivalent	None	Long term on the job training
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$43,528	\$51,525	\$64,928	152	181	29	19.1%	Post-secondary non-degree award	None	Long term on the job training
Physical Therapist Assistants	\$47,136	\$51,422	\$57,353	75	104	29	38.7%	Associate's degree	None	None

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Lincoln MSA

Table 9: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Management of Companies and Enterprises	1,457	2,284	63.8%
Information	2,222	3,503	63.4%
Transportation and Warehousing	6,568	10,760	61.0%
Professional, Scientific, and Technical Services	5,899	9,857	59.8%
Utilities	447	805	55.5%
Educational Services	11,677	22,531	51.8%
Construction	4,799	9,614	49.9%
Finance and Insurance	5,752	11,900	48.3%
Government	7,602	15,880	47.9%
Health Care and Social Assistance	11,311	27,531	41.1%
Other Services (except Government)	3,304	8,526	38.8%
Wholesale Trade	1,243	4,632	26.8%
Manufacturing	3,528	13,346	26.4%
Administrative and Support and Waste Management and Remediation Services	1,737	10,848	16.0%
Real Estate and Rental and Leasing	258	1,914	13.5%
Mining	1	8	12.5%
Retail Trade	1,736	19,105	9.1%
Arts, Entertainment, and Recreation	274	3,928	7.0%
Agriculture, Forestry, Fishing and Hunting	164	3,063	5.4%
Accommodation and Food Services	213	15,348	1.4%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020
 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 10: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$35,182	\$52,446	\$65,082	6,525	6,869	344	5.3%	Post-secondary non-degree award	None	Short term on the job training
Registered Nurses	\$55,780	\$64,680	\$74,097	5,140	5,703	563	11.0%	Bachelor's	None	None
General and Operations Managers	\$50,029	\$81,797	\$128,814	3,016	3,274	258	8.6%	Bachelor's	5 years or more	None
Accountants and Auditors	\$44,416	\$61,592	\$82,003	1,938	2,092	154	8.0%	Bachelor's	None	None
Carpenters	\$29,123	\$40,759	\$49,963	1,947	2,066	119	6.1%	HS diploma or equivalent	None	Apprenticeship
Secondary School Teachers, Except Special and Career/Technical Education	\$48,561	\$66,034	\$72,757	1,881	2,050	169	9.0%	Bachelor's	None	None
Software Developers, Applications	Not Available	\$83,454	Not Available	1,022	1,266	244	23.9%	Bachelor's	None	None
Elementary School Teachers, Except Special Education	\$47,560	\$61,403	\$62,707	1,682	1,833	151	9.0%	Bachelor's	None	None
Credit Counselors	\$36,101	\$42,003	\$50,796	848	1,080	232	27.4%	Bachelor's	None	Moderate term on the job training
Compliance Officers	\$42,631	\$69,141	\$82,734	1,342	1,460	118	8.8%	Bachelor's	None	Moderate term on the job training

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Mid-Plains

Table 11: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	407	624	65.2%
Educational Services	2,564	4,753	53.9%
Professional, Scientific, and Technical Services	527	987	53.4%
Management of Companies and Enterprises	215	404	53.2%
Construction	796	1,876	42.4%
Health Care and Social Assistance	2,773	6,657	41.7%
Transportation and Warehousing	1,494	3,769	39.6%
Information	191	549	34.8%
Finance and Insurance	531	1,580	33.6%
Wholesale Trade	795	2,448	32.5%
Government	1,297	4,164	31.1%
Other Services (except Government)	387	1,400	27.6%
Mining	22	139	15.8%
Administrative and Support and Waste Management and Remediation Services	91	791	11.5%
Manufacturing	466	5,076	9.2%
Retail Trade	424	5,385	7.9%
Real Estate and Rental and Leasing	15	219	6.8%
Agriculture, Forestry, Fishing and Hunting	376	6,783	5.5%
Arts, Entertainment, and Recreation	19	463	4.1%
Accommodation and Food Services	56	3,828	1.5%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 12: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$29,043	\$36,600	\$43,053	1,065	1,148	83	7.8%	Post-secondary non-degree award	None	Short term on the job training
General and Operations Managers	\$42,652	\$73,410	\$113,660	761	803	42	5.5%	Bachelor's	5 years or more	None
Elementary School Teachers, Except Special Education	\$38,760	\$55,687	\$66,132	877	899	22	2.5%	Bachelor's	None	None
Registered Nurses	\$52,818	\$64,716	\$75,773	897	933	36	4.0%	Bachelor's	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$41,550	\$54,073	\$63,084	640	656	16	2.5%	Bachelor's	None	None
Farm Equipment Mechanics and Service Technicians	\$32,890	\$38,954	\$51,583	327	355	28	8.6%	HS diploma or equivalent	None	Long term on the job training
Licensed Practical and Licensed Vocational Nurses	\$36,014	\$42,552	\$47,276	344	367	23	6.7%	Post-secondary non-degree award	None	None
Bus and Truck Mechanics and Diesel Engine Specialists	\$30,524	\$39,237	\$46,700	291	310	19	6.5%	HS diploma or equivalent	None	Long term on the job training
Carpenters	\$31,773	\$36,836	\$43,285	309	310	1	0.3%	HS diploma or equivalent	None	Apprenticeship
Loan Officers	\$47,757	\$66,683	\$81,131	181	200	19	10.5%	Bachelor's	None	Moderate term on the job training

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Northeast

Table 13: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Transportation and Warehousing	3,289	5,036	65.3%
Professional, Scientific, and Technical Services	1,241	2,130	58.3%
Educational Services	5,768	11,719	49.2%
Utilities	552	1,205	45.8%
Health Care and Social Assistance	6,140	14,284	43.0%
Wholesale Trade	2,236	6,021	37.1%
Management of Companies and Enterprises	77	210	36.7%
Construction	1,846	5,074	36.4%
Mining	70	200	35.0%
Finance and Insurance	1,444	4,660	31.0%
Information	224	828	27.1%
Government	2,284	8,652	26.4%
Other Services (except Government)	769	3,723	20.7%
Manufacturing	3,614	24,739	14.6%
Real Estate and Rental and Leasing	68	554	12.3%
Administrative and Support and Waste Management and Remediation Services	400	3,287	12.2%
Retail Trade	1,116	11,916	9.4%
Agriculture, Forestry, Fishing and Hunting	975	14,477	6.7%
Arts, Entertainment, and Recreation	54	996	5.4%
Accommodation and Food Services	139	6,327	2.2%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020
 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 14: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$35,922	\$47,943	\$56,902	4,581	5,051	470	10.3%	Post-secondary non-degree award	None	Short term on the job training
General and Operations Managers	\$44,979	\$74,942	\$125,720	1,694	1,807	113	6.7%	Bachelor's	5 years or more	None
Registered Nurses	\$54,118	\$62,135	\$71,128	2,297	2,425	128	5.6%	Bachelor's	None	None
Bookkeeping, Accounting, and Auditing Clerks	\$29,599	\$37,889	\$44,590	1,541	1,504	-37	-2.4%	Some college, no degree	None	Moderate term on the job training
Elementary School Teachers, Except Special Education	\$41,684	\$55,228	\$63,647	1,311	1,390	79	6.0%	Bachelor's	None	None
Industrial Machinery Mechanics	\$41,934	\$50,154	\$58,228	728	828	100	13.7%	HS diploma or equivalent	None	Long term on the job training
Secondary School Teachers, Except Special and Career/Technical Education	\$44,199	\$57,061	\$64,577	1,067	1,131	64	6.0%	Bachelor's	None	None
Electricians	\$39,769	\$49,147	\$55,763	638	688	50	7.8%	HS diploma or equivalent	None	Apprenticeship
Plumbers, Pipefitters, and Steamfitters	\$38,498	\$52,065	\$62,409	783	811	28	3.6%	HS diploma or equivalent	None	Apprenticeship
Licensed Practical and Licensed Vocational Nurses	\$35,853	\$44,021	\$48,768	783	838	55	7.0%	Post-secondary non-degree award	None	None

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Omaha MSA

Table 15: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	2,119	2,788	76.0%
Management of Companies and Enterprises	10,246	15,857	64.6%
Professional, Scientific, and Technical Services	17,695	27,849	63.5%
Information	5,917	10,753	55.0%
Transportation and Warehousing	12,646	23,696	53.4%
Educational Services	21,673	41,631	52.1%
Finance and Insurance	20,620	39,898	51.7%
Health Care and Social Assistance	28,384	64,637	43.9%
Construction	10,313	26,245	39.3%
Government	8,166	22,348	36.5%
Other Services (except Government)	4,951	15,726	31.5%
Mining	98	363	27.0%
Manufacturing	5,732	28,138	20.4%
Administrative and Support and Waste Management and Remediation Services	5,320	30,525	17.4%
Real Estate and Rental and Leasing	1,026	6,291	16.3%
Retail Trade	4,925	47,287	10.4%
Arts, Entertainment, and Recreation	495	7,576	6.5%
Agriculture, Forestry, Fishing and Hunting	170	3,741	4.5%
Accommodation and Food Services	903	36,342	2.5%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 16: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$37,640	\$45,946	\$52,586	12,677	13,315	638	5.0%	Post-secondary non-degree award	None	Short term on the job training
Registered Nurses	\$55,299	\$67,314	\$77,255	12,818	14,687	1,869	14.6%	Bachelor's	None	None
General and Operations Managers	\$52,202	\$90,066	\$136,531	8,332	9,053	721	8.7%	Bachelor's	5 years or more	None
Accountants and Auditors	\$49,589	\$63,725	\$87,774	5,663	6,154	491	8.7%	Bachelor's	None	None
Software Developers, Applications	Confidential	\$93,700	Confidential	3,390	4,262	872	25.7%	Bachelor's	None	None
Electricians	\$33,745	\$53,338	\$67,612	2,905	3,228	323	11.1%	HS diploma or equivalent	None	Apprenticeship
Market Research Analysts and Marketing Specialists	\$38,440	\$57,567	\$72,704	2,282	2,732	450	19.7%	Bachelor's	None	None
Plumbers, Pipefitters, and Steamfitters	\$46,293	\$69,835	\$77,720	2,495	2,803	308	12.3%	HS diploma or equivalent	None	Apprenticeship
Elementary School Teachers, Except Special Education	\$47,701	\$61,302	\$72,201	4,153	4,371	218	5.3%	Bachelor's	None	None
Human Resources Specialists	\$40,669	\$55,446	\$70,715	2,770	2,997	227	8.2%	Bachelor's	None	None

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Panhandle

Table 17: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	164	304	53.9%
Educational Services	1,990	4,326	46.0%
Professional, Scientific, and Technical Services	349	765	45.6%
Health Care and Social Assistance	2,349	5,789	40.6%
Transportation and Warehousing	1,052	2,685	39.2%
Finance and Insurance	475	1,331	35.7%
Construction	477	1,452	32.9%
Management of Companies and Enterprises	218	664	32.8%
Information	137	490	28.0%
Real Estate and Rental and Leasing	39	157	24.8%
Mining	36	154	23.4%
Government	873	4,031	21.7%
Other Services (except Government)	229	1,104	20.7%
Administrative and Support and Waste Management and Remediation Services	287	1,463	19.6%
Wholesale Trade	361	2,179	16.6%
Manufacturing	269	2,028	13.3%
Retail Trade	336	4,641	7.2%
Agriculture, Forestry, Fishing and Hunting	265	5,549	4.8%
Arts, Entertainment, and Recreation	6	190	3.2%
Accommodation and Food Services	24	3,129	0.8%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 18: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$41,114	\$52,205	\$58,857	581	610	29	5.0%	Post-secondary non-degree award	None	Short term on the job training
Registered Nurses	\$52,387	\$64,825	\$74,218	932	980	48	5.2%	Bachelor's	None	None
General and Operations Managers	\$49,423	\$76,736	\$112,199	687	685	-2	-0.3%	Bachelor's	5 years or more	None
Elementary School Teachers, Except Special Education	\$39,341	\$55,506	\$64,449	649	641	-8	-1.2%	Bachelor's	None	None
Licensed Practical and Licensed Vocational Nurses	\$36,055	\$42,758	\$48,075	320	336	16	5.0%	Post-secondary non-degree award	None	None
Electricians	\$35,507	\$47,864	\$57,980	217	230	13	6.0%	HS diploma or equivalent	None	Apprenticeship
Plumbers, Pipefitters, and Steamfitters	\$49,009	\$47,966	\$60,915	181	192	11	6.1%	HS diploma or equivalent	None	Apprenticeship
Rail Car Repairers	Confidential	Confidential	Confidential	172	184	12	7.0%	HS diploma or equivalent	None	Long term on the job training
Managers, All Other	Confidential	\$55,222	Confidential	210	221	11	5.2%	Bachelor's	Less than 5 years	None
Secondary School Teachers, Except Special and Career/Technical Education	\$50,114	\$59,961	\$73,581	364	360	-4	-1.1%	Bachelor's	None	None

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Sandhills

Table 19: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Professional, Scientific, and Technical Services	184	244	75.4%
Transportation and Warehousing	279	385	72.5%
Utilities	65	95	68.4%
Educational Services	685	1,288	53.2%
Management of Companies and Enterprises	20	38	52.6%
Construction	196	472	41.5%
Health Care and Social Assistance	738	1,845	40.0%
Finance and Insurance	118	377	31.3%
Information	36	127	28.3%
Government	293	1,251	23.4%
Other Services (except Government)	71	337	21.1%
Manufacturing	72	391	18.4%
Wholesale Trade	153	846	18.1%
Retail Trade	183	1,344	13.6%
Mining	5	39	12.8%
Real Estate and Rental and Leasing	5	45	11.1%
Administrative and Support and Waste Management and Remediation Services	6	73	8.2%
Arts, Entertainment, and Recreation	4	54	7.4%
Agriculture, Forestry, Fishing and Hunting	282	4,396	6.4%
Accommodation and Food Services	0	844	0.0%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 20: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$29,544	\$38,116	\$46,956	401	431	30	7.5%	Post-secondary non-degree award	None	Short term on the job training
Secondary School Teachers, Except Special and Career/Technical Education	Confidential	Confidential	Confidential	299	314	15	5.0%	Bachelor's	None	None
Registered Nurses	\$54,870	\$61,916	\$69,120	319	331	12	3.8%	Bachelor's	None	None
General and Operations Managers	\$32,662	\$67,050	\$87,904	191	201	10	5.2%	Bachelor's	5 years or more	None
Bookkeeping, Accounting, and Auditing Clerks	\$30,390	\$37,176	\$42,179	232	222	-10	-4.3%	Some college, no degree	None	Moderate term on the job training
Farm Equipment Mechanics and Service Technicians	\$33,078	\$42,297	\$53,813	87	97	10	11.5%	HS diploma or equivalent	None	Long term on the job training
Electricians	Confidential	Confidential	Confidential	78	86	8	10.3%	HS diploma or equivalent	None	Apprenticeship
Carpenters	\$32,657	\$38,007	\$42,380	100	106	6	6.0%	HS diploma or equivalent	None	Apprenticeship
Elementary School Teachers, Except Special Education	Confidential	Confidential	Confidential	128	133	5	3.9%	Bachelor's	None	None
Licensed Practical and Licensed Vocational Nurses	\$36,747	\$45,597	\$47,601	108	111	3	2.8%	Post-secondary non-degree award	None	None

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Southeast

Table 21: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	910	1,114	81.7%
Educational Services	2,839	5,526	51.4%
Transportation and Warehousing	683	1,440	47.4%
Management of Companies and Enterprises	34	80	42.5%
Health Care and Social Assistance	2,549	6,910	36.9%
Information	131	381	34.4%
Professional, Scientific, and Technical Services	259	760	34.1%
Finance and Insurance	465	1,720	27.0%
Government	1,350	5,006	27.0%
Wholesale Trade	552	2,317	23.8%
Mining	11	47	23.4%
Construction	387	1,830	21.1%
Real Estate and Rental and Leasing	26	151	17.2%
Other Services (except Government)	250	1,556	16.1%
Manufacturing	1,332	8,996	14.8%
Administrative and Support and Waste Management and Remediation Services	143	1,057	13.5%
Agriculture, Forestry, Fishing and Hunting	610	7,975	7.6%
Retail Trade	327	4,816	6.8%
Arts, Entertainment, and Recreation	13	389	3.3%
Accommodation and Food Services	38	3,113	1.2%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 22: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$31,424	\$37,386	\$44,215	915	994	79	8.6%	Post-secondary non-degree award	None	Short term on the job training
General and Operations Managers	\$32,934	\$74,630	\$105,273	766	812	46	6.0%	Bachelor's	5 years or more	None
Registered Nurses	\$56,613	\$64,248	\$72,890	1,136	1,180	44	3.9%	Bachelor's	None	None
Industrial Machinery Mechanics	\$41,600	\$53,032	\$62,157	526	572	46	8.8%	HS diploma or equivalent	None	Long term on the job training
Elementary School Teachers, Except Special Education	\$42,433	\$56,209	\$64,567	688	731	43	6.3%	Bachelor's	None	None
Plumbers, Pipefitters, and Steamfitters	\$39,645	\$50,084	\$63,517	498	520	22	4.4%	HS diploma or equivalent	None	Apprenticeship
Secondary School Teachers, Except Special and Career/Technical Education	\$42,101	\$55,789	\$63,695	568	604	36	6.3%	Bachelor's	None	None
Machinists	\$33,324	\$38,594	\$44,786	282	311	29	10.3%	HS diploma or equivalent	None	Long term on the job training
Gas Plant Operators	Confidential	Confidential	Confidential	396	386	-10	-2.5%	HS diploma or equivalent	None	Long term on the job training
Farm Equipment Mechanics and Service Technicians	\$33,146	\$38,300	\$45,834	282	294	12	4.3%	HS diploma or equivalent	None	Long term on the job training

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Nebraska Statewide

Table 23: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Management of Companies and Enterprises	13,013	21,102	61.7%
Utilities	4,603	7,589	60.7%
Professional, Scientific, and Technical Services	26,824	45,364	59.1%
Transportation and Warehousing	28,794	51,600	55.8%
Educational Services	54,007	103,115	52.4%
Information	9,177	17,699	51.9%
Finance and Insurance	30,567	65,625	46.6%
Health Care and Social Assistance	63,358	144,626	43.8%
Construction	18,693	52,153	35.8%
Government	23,054	68,653	33.6%
Other Services (except Government)	11,525	37,169	31.0%
Wholesale Trade	11,752	40,458	29.0%
Mining	280	1,081	25.9%
Manufacturing	18,602	99,287	18.7%
Administrative and Support and Waste Management and Remediation Services	9,033	51,810	17.4%
Real Estate and Rental and Leasing	1,498	10,050	14.9%
Retail Trade	10,489	107,790	9.7%
Arts, Entertainment, and Recreation	959	14,894	6.4%
Agriculture, Forestry, Fishing and Hunting	3,432	57,451	6.0%
Accommodation and Food Services	1,497	77,658	1.9%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

c. knowledge and skills needed by job seekers to meet the employment needs of the employers in each district, including employment needs for in-demand industry sectors and occupations;

In addition to the education, work experience, and job training needed for specific high demand H3 occupations on tables 5 through 23, tables 24 through 33 provide the top advertised detailed job skills are all positions in an economic area of concentration. The majority of these skills can be classified as “soft skills,” highlighting the need for work based learning to develop positive work habits.

Central

Table 24: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	1,235
2	Must be flexible	Basic Skills	654
3	Problem solving	Basic Skills	654
4	Work independently	Basic Skills	470
5	Typing	Office Clerk Skills	450
6	Route calls	Receptionist Skills	345
7	Assessing customer needs	Concierge Skills	345
8	Attention to detail	Basic Skills	344
9	Interpersonal skills	Interpersonal Skills	316
10	Positive attitude	Interpersonal Skills	165

Source: NEworks Job Postings November 2020

Grand Island

Table 25: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	909
2	Work independently	Basic Skills	583
3	Must be flexible	Basic Skills	385
4	Problem solving	Basic Skills	308
5	Interpersonal skills	Interpersonal Skills	289
6	Typing	Office Clerk Skills	255
7	Attention to detail	Basic Skills	203
8	Educate patients	Physician Skills	164
9	Time management	Basic Skills	119
10	Organizational skills	Basic Skills	112

Source: NEworks Job Postings November 2020

Lincoln

Table 26: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	2,937
2	Problem solving	Basic Skills	1,030
3	Must be flexible	Basic Skills	802
4	Attention to detail	Basic Skills	731
5	Interpersonal skills	Interpersonal Skills	597
6	Work independently	Basic Skills	542
7	Supervises licensed practical nurses	Registered Nurse (RN) Skills	486
8	Organizational skills	Basic Skills	454
9	Decision making	Basic Skills	399
10	Time management	Basic Skills	369

Source: NWorks Job Postings November 2020

Mid-Plains

Table 27: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	677
2	Must be flexible	Basic Skills	438
3	Problem solving	Basic Skills	384
4	Typing	Office Clerk Skills	242
5	Route calls	Receptionist Skills	229
6	Assessing customer needs	Concierge Skills	229
7	Discharge planning	Registered Nurse (RN) Skills	134
8	Provides nursing supervision	Registered Nurse (RN) Skills	124
9	Attention to detail	Basic Skills	119
10	Interpersonal skills	Interpersonal Skills	83

Source: NWorks Job Postings November 2020

Northeast

Table 28: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	1,757
2	Work independently	Basic Skills	990
3	Must be flexible	Basic Skills	893
4	Problem solving	Basic Skills	851
5	Typing	Office Clerk Skills	727
6	Route calls	Receptionist Skills	444
7	Assessing customer needs	Concierge Skills	443
8	Attention to detail	Basic Skills	419
9	Organizational skills	Basic Skills	302
10	Interpersonal skills	Interpersonal Skills	292

Source: NEworks Job Postings November 2020

Omaha

Table 29: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	9,290
2	Must be flexible	Basic Skills	3,492
3	Interpersonal skills	Interpersonal Skills	3,331
4	Problem solving	Basic Skills	3,120
5	Attention to detail	Basic Skills	2,529
6	Work independently	Basic Skills	2,385
7	Positive attitude	Interpersonal Skills	1,999
8	Organizational skills	Basic Skills	1,896
9	Typing	Office Clerk Skills	1,803
10	Time management	Basic Skills	1,767

Source: NEworks Job Postings November 2020

Panhandle

Table 30: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	643
2	Must be flexible	Basic Skills	299
3	Problem solving	Basic Skills	292
4	Typing	Office Clerk Skills	150
5	Route calls	Receptionist Skills	125
6	Assessing customer needs	Concierge Skills	125
7	Decision making	Basic Skills	117
8	Attention to detail	Basic Skills	115
9	Work independently	Basic Skills	98
10	Time management	Basic Skills	96

Source: NEworks Job Postings November 2020

Sandhills

Table 31: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	205
2	Must be flexible	Basic Skills	176
3	Problem solving	Basic Skills	135
4	Assessing customer needs	Concierge Skills	122
5	Typing	Office Clerk Skills	122
6	Route calls	Receptionist Skills	122
7	Medication administration	Registered Nurse (RN) Skills	45
8	Serving food	Waitress or Waiter Skills	32
9	Positive attitude	Interpersonal Skills	25
10	Work independently	Basic Skills	23

Source: NEworks Job Postings November 2020

Southeast

Table 32: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	916
2	Must be flexible	Basic Skills	629
3	Problem solving	Basic Skills	514
4	Typing	Office Clerk Skills	390
5	Route calls	Receptionist Skills	330
6	Assessing customer needs	Concierge Skills	330
7	Work independently	Basic Skills	193
8	Attention to detail	Basic Skills	170
9	Interpersonal skills	Interpersonal Skills	164
10	Organizational skills	Basic Skills	154

Source: NEworks Job Postings November 2020

Statewide

Table 33: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	18,569
2	Must be flexible	Basic Skills	7,768
3	Problem solving	Basic Skills	7,288
4	Work independently	Basic Skills	5,353
5	Interpersonal skills	Interpersonal Skills	5,153
6	Attention to detail	Basic Skills	4,646
7	Typing	Office Clerk Skills	4,400
8	Organizational skills	Basic Skills	3,222
9	Positive attitude	Interpersonal Skills	2,939
10	Time management	Basic Skills	2,779

Source: NEworks Job Postings November 2020

d. workforce in each district, including:

i. current labor force employment and unemployment data;

Nebraska unemployment is typically among the lowest in the nation. The unemployment rate peaked at 8.7% in April of 2020 during the pandemic, but had completely recovered by September of the same year and reached a low of 3.0% in October. The Central, Lancaster, and Northeast areas currently have unemployment rates lower than the state average. Siouxland has the highest at 3.9%.

Table 34: Unemployment Rates by Economic Development District

Economic Development District	Time Period	Labor Force	Employed	Unemployed	Unemployment Rate
Central NE Economic Development District	2019	26941	26194	747	2.8%
Lancaster County	2019	177186	172276	4910	2.8%
Metropolitan Area Planning Agency	2019	407465	394567	12898	3.2%
Northeast NE Economic Development District	2019	112402	109182	3220	2.9%
Panhandle Area Development District	2019	43594	42135	1459	3.3%
Siouxland Interstate Metro. Planning Council	2019	10791	10369	422	3.9%
South Central Economic Development District	2019	108014	104715	3299	3.1%
Southeast Nebraska Development District	2019	92165	89312	2853	3.1%
West Central Nebraska Development District	2019	56682	54932	1750	3.1%

Source: NE Dept of Labor, Labor Market Information, LAUS Program

Nebraska ranks 14th in poverty with a rate of 11.0%. While most economic development districts in the state have a lower poverty rate, Lancaster County and Siouxland are currently experiencing a higher percentage of individuals in poverty.

Table 35: Poverty Rates by Economic Development District

Economic Development District	Income in the past 12 months below poverty level	Poverty Rate	Estimate Total
Central NE Economic Development District	4526	9.9%	46513
Lancaster County	37502	12.5%	299690
Metropolitan Area Planning Agency	78128	8.6%	746987
Northeast NE Economic Development District	22601	10.7%	200477
Panhandle Area Development District	10457	10.9%	82118
Siouxland Interstate Metro. Planning Council	3227	16.2%	19882
South Central Economic Development District	22769	10.8%	195093
Southeast Nebraska Development District	16355	10.5%	167956
West Central Nebraska Development District	11014	11.2%	100975

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B17020

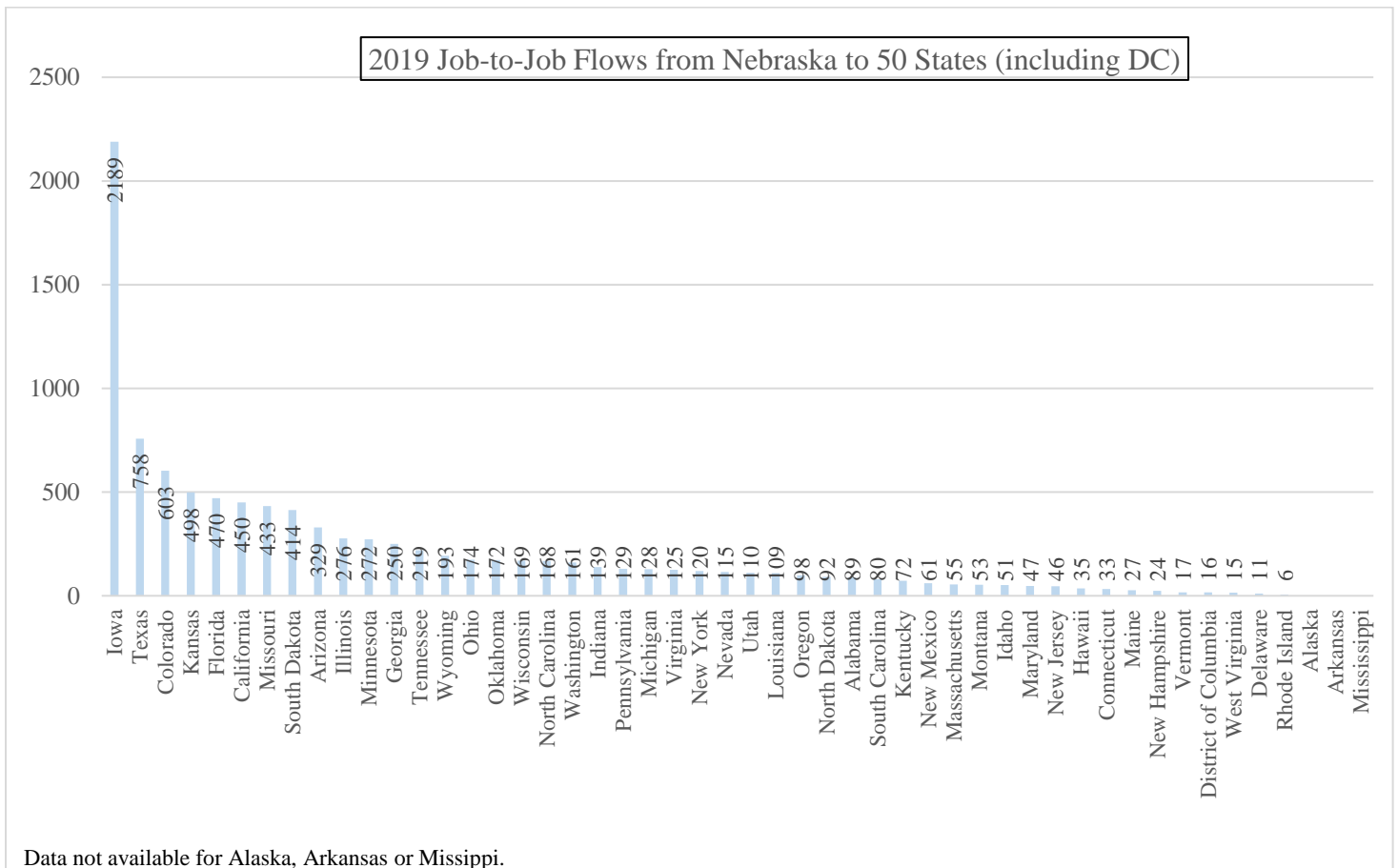
ii. information on labor market trends; and

Job-to-Job Flows from Nebraska Analysis

Tables 36 – 38 highlight the jobs that are leaving Nebraska and moving to other states. In 2019 significantly more jobs moved to Iowa than any other state.

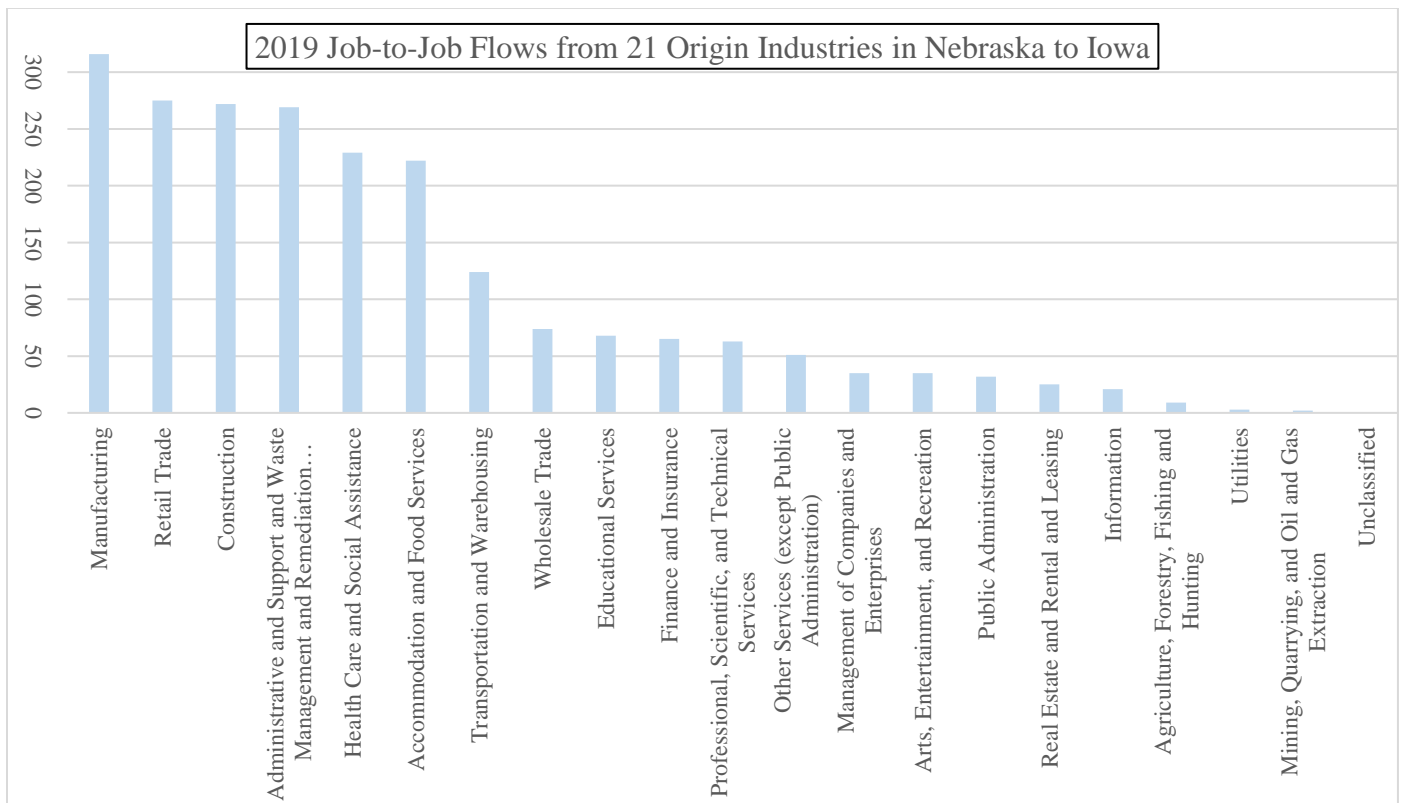
The states with the highest number of jobs moving from Nebraska include: Iowa, Texas, Colorado, Kansas, Florida, California, Missouri, South Dakota, Arizona, and Illinois.

Table 36: 2019 Job-to-Job Flows from Nebraska to 50 States



Source: US Census Bureau, Job-to-Job Flow Analysis

Table 37: 2019 Job-to-Job Flows from 21 Origin Industries in Nebraska to Iowa

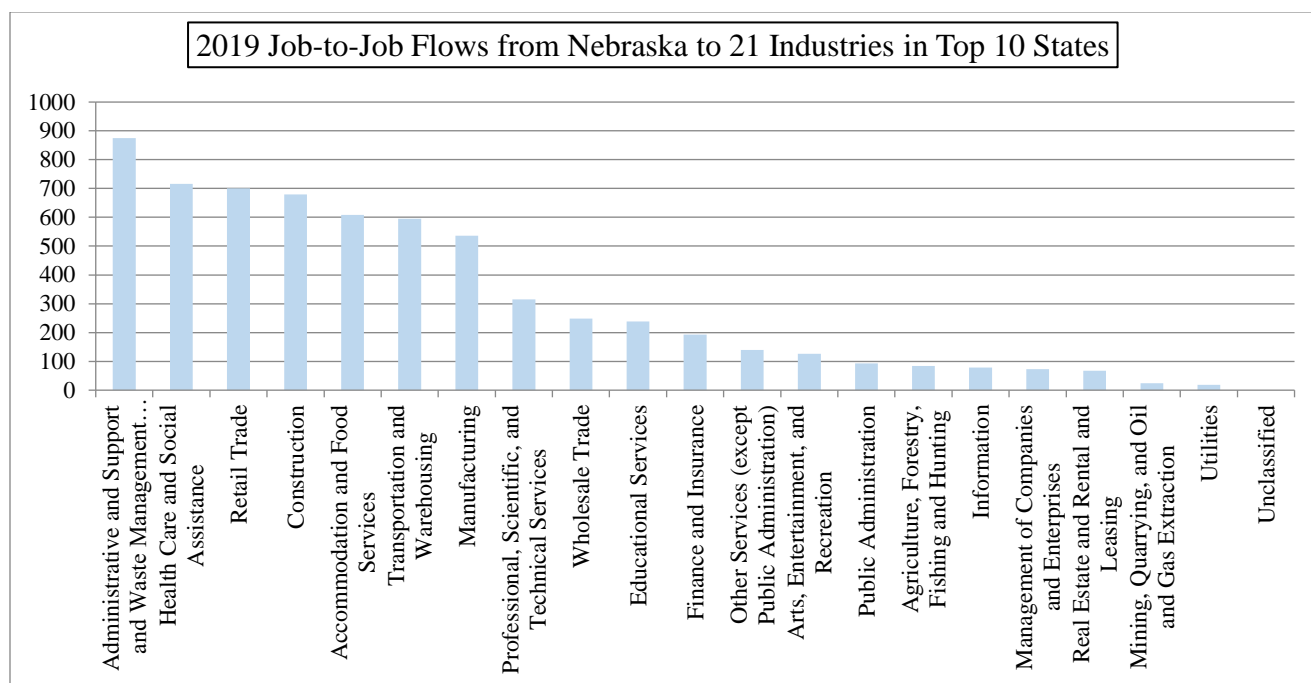


Source: US Census Bureau, Job-to-Job Flow Analysis

The most common industries that people went to work for in Iowa include:

- manufacturing
- retail trade
- construction
- administrative and support
- waste management and remediation services
- health care and social assistance
- accommodation and food services

Table 38: 2019 Job-to-Job Flows from 21 Origin Industries in Top 10 States



Source: US Census Bureau, Job-to-Job Flow Analysis

When viewing the top ten states job seekers left for in 2019 (Iowa, Texas, Colorado, Kansas, Florida, California, Missouri, South Dakota, Arizona, and Illinois), these are the top five industries:

- Administrative and Support and Waste Management and Remediation Services
- Health Care and Social Assistance
- Retail Trade
- Construction
- Accommodation and Food Services

Nebraska Thriving Index

In the Nebraska Thriving Index (<https://ruralprosperityne.unl.edu/thriving-index>), a project of the Rural Futures Institute at University of Nebraska – Lincoln, regions were compared to communities similar in fundamental economic characteristics to determine how well they are thriving. A score of 100 indicates a region ranked as average compared to peers, 0 means one standard deviation behind its peers, and 200 means one standard deviation ahead of its peers. This study looked at three indexes of economic prosperity and five indexes of economic conditions. For the purpose of this plan, scores related to the following were considered:

- Growth Index: total employment growth, private employment, private wage growth, growth in households with children, and growth in dividend, interest, and rent income
- Economic Opportunity & Diversity Index: entrepreneurial activity, industry diversity, occupation diversity and share of telecommuters
- Education & Skill Index: high school and college attainment, labor force participation, employment in knowledge-based occupations

- Demographic Growth & Renewal Index: long-term population growth, dependency ration, median age, millennial and Gen Z balance, and population diversity

Economic Growth

The majority of regions ranked ahead of their peers. The Panhandle scored lowest with a 4 and Southwest scored just behind its peers with 85.

Education & Skill

Five regions ranked behind their peers:

- Southwest (13)
- Siouxland (22)
- Tri-Cities (81)
- Northeast (89)
- Southeast (96)

Economic Opportunity & Diversity

- Siouxland (-29)
- Northeast (45)
- Southeast (89)

Demographic Growth & Renewal

- Panhandle (46)
- Southwest (74)
- Sandhills (-91)

Tables 39 and 40 provide a historical view of unemployment and poverty rates in each district.

Table 39: Historical unemployment rates by District

Economic Development District	2019 Labor Force	Unemployment Rate 2019	Unemployment Rate 2018	Unemployment Rate 2017	Unemployment Rate 2016
Central	26941	2.77%	2.58%	2.52%	2.6%
Lancaster County	177186	2.77%	2.66%	2.64%	2.8%
MAPA	407465	3.17%	3.11%	3.07%	3.2%
Northeast	112402	2.86%	2.75%	2.79%	3.0%
Panhandle	43594	3.35%	3.03%	3.10%	3.3%
Siouxland Interstate Metro. Planning Council	10791	3.91%	3.66%	4.03%	4.1%
South Central	108014	3.05%	2.85%	2.88%	3.1%
Southeast	92165	3.10%	2.93%	2.98%	3.1%
West Central	56682	3.09%	2.86%	2.79%	2.9%

Source: NE Dept of Labor, Labor Market Information, LAUS Program

Table 40: Historical poverty rates by District

Economic Development District	2019 Poverty Rate	2018 Poverty Rate	2017 Poverty Rate	2016 Poverty Rate
Central NE Economic Development District	9.7%	10.2%	10.3%	10.8%
Lancaster County	12.5%	13.1%	14.0%	14.3%
Metropolitan Area Planning Agency	10.5%	10.8%	11.4%	12.2%
Northeast NE Economic Development District	11.3%	12.0%	12.0%	12.0%
Panhandle Area Development District	12.7%	12.5%	12.5%	13.2%
Siouxland Interstate Metro. Planning Council	16.2%	16.6%	16.8%	16.0%
South Central Economic Development District	11.7%	12.3%	12.4%	12.5%
Southeast Nebraska Development District	9.7%	9.7%	9.7%	10.3%
West Central Nebraska Development District	10.9%	11.6%	12.3%	12.7%

iii. educational and skill levels of the workforce, including individuals with barriers to employment;

Tables 38 through 46 show the median earnings by education level for both males and females. There is a correlating increase in income compared to increased education. In most areas, women are paid less than men.

Central

Table 41: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$32,626	\$39,689	\$25,746
Less than high school graduate	\$16,164	\$14,104	\$9,165
High school graduate (includes equivalency)	\$28,197	\$35,838	\$19,377
Some college or associate's degree	\$33,104	\$42,447	\$22,487
Bachelor's degree	\$37,709	\$44,034	\$32,163
Graduate or professional degree	\$52,762	\$43,355	\$44,826

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

Lancaster

Table 32: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$40,855	\$46,573	\$34,955
Less than high school graduate	\$26,022	\$31,245	\$19,531
High school graduate (includes equivalency)	\$30,781	\$35,268	\$24,272
Some college or associate's degree	\$36,820	\$45,115	\$30,857
Bachelor's degree	\$47,477	\$56,059	\$41,343
Graduate or professional degree	\$58,269	\$64,953	\$52,913

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

Metropolitan Area Planning Agency

Table 43: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$46,345	\$54,474	\$37,666
Less than high school graduate	\$28,808	\$38,183	\$19,891
High school graduate (includes equivalency)	\$35,742	\$42,892	\$26,637
Some college or associate's degree	\$41,278	\$51,806	\$32,802
Bachelor's degree	\$56,951	\$73,028	\$49,225
Graduate or professional degree	\$68,347	\$82,765	\$59,561

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

Northeast

Table 44: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$36,432	\$43,061	\$29,483
Less than high school graduate	\$27,151	\$29,538	\$18,247
High school graduate (includes equivalency)	\$31,928	\$39,474	\$23,658
Some college or associate's degree	\$35,513	\$44,387	\$28,652
Bachelor's degree	\$43,249	\$53,019	\$37,317
Graduate or professional degree	\$57,005	\$61,370	\$54,119

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

Panhandle

Table 45: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$34,063	\$41,560	\$26,060
Less than high school graduate	\$22,287	\$25,884	\$9,047
High school graduate (includes equivalency)	\$29,152	\$39,462	\$20,798
Some college or associate's degree	\$32,847	\$40,227	\$24,980
Bachelor's degree	\$40,629	\$50,210	\$34,255
Graduate or professional degree	\$56,042	\$58,842	\$48,079

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

Siouxland

Table 46: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$32,150	\$39,540	\$27,077
Less than high school graduate	\$26,524	\$28,524	\$25,605
High school graduate (includes equivalency)	\$34,345	\$41,268	\$22,017
Some college or associate's degree	\$33,584	\$45,446	\$28,333
Bachelor's degree	\$50,000	\$68,066	\$39,891
Graduate or professional degree	\$61,625	\$60,375	\$65,000

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

South Central

Table 47: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$36,682	\$43,857	\$29,473
Less than high school graduate	\$24,280	\$25,210	\$16,478
High school graduate (includes equivalency)	\$31,051	\$38,215	\$22,031
Some college or associate's degree	\$35,361	\$44,400	\$28,112
Bachelor's degree	\$43,996	\$54,805	\$38,326
Graduate or professional degree	\$60,615	\$58,019	\$59,007

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

Southeast

Table 48: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$37,493	\$45,685	\$29,234
Less than high school graduate	\$27,596	\$32,246	\$18,285
High school graduate (includes equivalency)	\$31,832	\$41,563	\$23,982
Some college or associate's degree	\$37,321	\$47,250	\$28,748
Bachelor's degree	\$45,536	\$55,117	\$37,885
Graduate or professional degree	\$58,254	\$66,713	\$55,865

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

West Central

Table 49: Median earnings by education level for males and females

Median Earnings	Total	Male	Female
Estimate Total	\$34,290	\$42,534	\$26,391
Less than high school graduate	\$23,171	\$22,622	\$11,070
High school graduate (includes equivalency)	\$30,830	\$37,421	\$18,983
Some college or associate's degree	\$33,015	\$42,756	\$24,046
Bachelor's degree	\$39,032	\$47,174	\$35,411
Graduate or professional degree	\$50,093	\$43,525	\$41,994

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

e. workforce development activities in each district, including education and training activities which must include descriptions of:

i. the strengths and weaknesses of workforce development activities; and

Strengths

- **NEworks, Nebraska's Management Information System**, equipping the AJC network partners with a powerful technological tool that offers a wealth of workforce data as well as resources for both employers and current/prospective workers. Beyond its present use, this technology can serve to potentially improve coordination of program services, enhance communication between partners, and track relevant participant outcomes. The system is able to spider in job postings and other resources from a wide array of third party sites providing job-seekers with the most up-to-date tools and resources needed to find employment. The system is user friendly and features a robust toolkit for employers and case managers across various workforce programs. The mobile app version affords users easy access from anywhere.

- **Cost-efficiency in the delivery of services.** Delivering workforce development services across the entire state of Nebraska is a challenge due to the geographic distribution of its towns and cities, which are often isolated from one another by sheer distance. Nebraska is also a low populated state with a low unemployment rate, and as such, receives significantly lower amounts of WIOA and other workforce funding as compared to most other states. Despite geographic, financial, programmatic and other constraints, the AJC network partners have cost-efficiently delivered their services to job seekers and workers throughout the state. The extent to which these entities have continually maximized the quality and reach of their services is a strength.
- **Strong partnerships between workforce partners** as well as public and private partners to provide a comprehensive range of high-quality workforce development services. From initial assessment to job placement, the AJC network programs offer an array of high-quality, targeted services that are geared toward the needs of the state's employers and those seeking employment. Service providers are able to leverage funding and strengthen staff-provided services through co-enrollment and co-case management across programs. Through coordination of funding and resources, cross-training of partner staff, and steps made toward alignment of processes, programs are better able to provide true wrap-around services to participants while reducing the duplication of services between partner programs.
- **Forward-thinking programming** with multiple partners involved. Nebraska's local areas have partnered closely with several key initiatives aimed at proactively approaching workforce issues through forward-thinking programming. SNAP Next Step is an example of this type of collaborative and proactive approach. This employment and training program was developed by a close collaboration between the Nebraska Department of Health and Human Services and NDOL to help SNAP (Supplemental Nutrition Assistance Program) recipients reach self-sustainability through more active participant involvement in training programs. Other examples include the JAG Nebraska (the Jobs for America's Graduates program operating in Nebraska), a state-based program, currently operating in the Greater Nebraska Workforce Development Area with plans to expand statewide, is dedicated to preventing high-school dropout among young people who have significant barriers to graduation or employment
- **Nebraska's education and training providers** offer an extensive range of programs to meet the training needs for all in-demand industry sectors and occupations. Collectively, the four-year institutions, private postsecondary career schools, community colleges, and Registered Apprenticeship programs offer more than 700 programs on Nebraska's Eligible Training Provider List that provide occupational skills training and career pathways for in-demand occupations in Nebraska. The system of community colleges throughout Nebraska offers highly coordinated educational pathways reaching every region of the state in a way that most other states cannot match. Similarly, the University of Nebraska system and the public state college system have strong leadership organizations and high presences in many major communities.

Nebraska boasts a strong, collaborative, and innovative post-secondary community college system throughout the state. The Nebraska Community College System serves the Panhandle, Central, West Central, South Central, Northeast, Southeast, and Siouland districts with 22 locations and is comprised of Central Community College, Mid-Plains

Community College, Northeast Community College, Southeast Community College and Western Nebraska Community College. Metropolitan Community College serves the Metropolitan Area Planning Agency and Northeast districts with 10 locations throughout Dodge, Douglas, Sarpy, and Washington counties. Each college offers high-quality and affordable education and training programs along career pathways, in addition to programs and services such as:

- Community Learning Centers; created by SCC in Wahoo, York, Plattsmouth, Nebraska City, Falls City, and Hebron;
- Dual-credit secondary and postsecondary programs;
- Career Placement Pipelines and National Career Readiness Certificate opportunities, expanded through a partnership with Metropolitan Community College;
- Coordination of programming with four-year institutions;
- Working with regional and local employers to align curriculum with industry and occupational needs;
- Coordination of bridge and other programs to increase access; and
- Job placement support for students.

Nebraska's four-year institutes offer comprehensive, accessible, and challenging programs.

- The Nebraska State College System (NSCS) consists of the three state colleges; Chadron State College, Peru State College, and Wayne State College;
 - The University of Nebraska System consists of University of Nebraska-Lincoln, University of Nebraska at Kearney, University of Nebraska Omaha, and University of Nebraska Medical Center;
 - Programs on the ETPL include Agriculture, Business, Medical and Nursing;
 - Nebraska has 13 private colleges, including Creighton University, Nebraska Wesleyan University, College of Saint Mary, and many more; and
 - Occupational training providers.
- **High demand industry sectors** are well represented throughout Nebraska. All sectors have employers who are very eager and responsive to convene, develop, and execute activities that support growth, expansion and retention through Industry sector strategies and industry-led partnerships. There have been several examples of successful partnerships, including the Healthcare sector partnership among employers and training providers in the Greater Lincoln Workforce Development Area. This partnership matches occupational skills training opportunities with job seeker and worker skills needs. Another example is the Omaha Public Power District (OPPD) Legacy Program, a program offered to high school seniors to provide opportunities for students to learn about character development and jobs available within high demand industries has increased the length of the program to begin working with students earlier and expanded to include a Nursing track. All three local areas have been actively involved in creating targeted partnerships with multiple employer driven initiatives focused on in-demand and growth occupations.
 - **Business-focused services** are paramount to our successful programmatic strategies. Seeking out and understanding the needs businesses helps the workforce system to more easily recognize the jobs of the future and bridge skills gaps among job-seekers to help fill those needs in the present and in the future. Nebraska's three local areas and

statewide system have prioritized employer incentives and programs that help businesses grow. These business-focused programs include the Worker Opportunity Tax Credit, Federal Bonds, On-the-Job Training wage reimbursements, grants from the Nebraska Department of Economic Development, and grants from Nebraska's state-funded Worker Training Grant program.

The local areas have been successful in developing business-focused services in various areas, including helping businesses and their employees when there are economic downturns or when layoffs occur. All three local areas have played an integral role in creating a highly collaborative coordination of Rapid Response services with workforce partners, including required and optional one-stop partners, community-based organizations, local workforce development boards and chief elected officials, economic development organizations, education institutions, Trade Adjustment Assistance, and additional government programs such as the Federal Emergency Management Agency (FEMA) and the Nebraska Emergency Management Agency (NEMA).

All local areas have worked both together and internally to improve recruitment and retention activities for local businesses. Some of these activities include hiring events, assistance with development of Registered Apprenticeship program, Veteran-specific services, career placement pipelines, and guidance on adjusting shifts or hours to make positions more appealing and accessible by public transportation.

- **Engaged local workforce development boards and chief elected officials** have been instrumental to the continued improvement of services across all three local areas as well as the ability of each local area to collaborate and learn from other local areas within Nebraska. Local area workforce development boards are made up of individuals who volunteer their time and expertise to help improve the local workforce system. The majority of these individuals are high-level business representatives who bring an important perspective to the planning, implementation, and rollout of workforce programs. All members of the local boards, as well as the chief elected officials for each local area, have shown a strong commitment to strengthening the quality of the workforce system by reducing barriers to serving individuals and fostering collaborative efforts. They meet frequently as boards, and all three local areas have incredibly active standing committees that help guide the overall system improvement.

Key weaknesses limit the partner programs' ability to achieve the highest level of functioning, efficiency, and service provision. Weaknesses are seen as opportunities for improvement or where local areas face challenges (common or otherwise) that they are working to overcome. For this plan, Nebraska's local areas have identified these common weaknesses that we are working to improve individually and collectively:

- **Under-utilized strategies**, including incumbent worker, dislocated worker programming, and customized training services. There is a need to improve services in many areas that are currently underutilized. This underutilization in some instances may be related to employer education about the services provided. For other underutilized strategies, such as the dislocated worker strategies, there may be missing connections between job seeker and the service providers implementing the programs. For customized training services, there

may simply be a disconnect between identifying employer needs and bridging skills gaps for job seekers to meet those needs. The local areas are in agreement that action steps need to be implemented and monitored to track the usage of these under-utilized strategies.

- **Strategies for serving the widespread dispersion of various populations within the state.** The placement of Nebraskans who face barriers to employment (e.g., low-income individuals; individuals with disabilities; justice involved; experiencing homelessness; youth who have aged out of the foster care system; English Language Learners; individuals with low levels of literacy; single parents; farmworkers; those within two years of exhausting lifetime TANF eligibility; and the long-term unemployed) present unique challenges in communicating and coordinating services to areas where these populations reside. This includes remote rural areas, areas with capacity issues, and those affected by other factors that complicate workforce service delivery.

Cost efficiency in the delivery of services to a widespread population was listed as a strength in the section above since so many of the workforce partners do an exceptional job of delivering services at a low cost-per-participant rate despite the fact that there is such a challenge to deliver services over such a large and dispersed service area. Despite this low cost-per-participant, it still is an active challenge for all three local areas to ensure that their services are connecting with the populations that face the biggest barriers to employment.

- **Opportunities in industry sector involvement in the workforce system.** Collaborative efforts between industry and the public sector to work collaboratively in promoting workforce development within each local area has been growing, with several initiating strategies showing promising outcomes. Yet, more needs to be done in order to provide support to these efforts and fully leverage the potential contributions of the industry sector. Some of these initiatives have continued to gain momentum, but the majority of the sector initiatives have not. High demand industries are a strength of our system, but connecting better with industry leaders and showing a value proposition to them is going to be essential for continued growth. Continuing to educate employers and industry leaders on the full spectrum of services available to them and how to access those services is important, however, learning to adapt to work within our program parameters and to adapt to the needs of businesses is also going to be key to our success.
- **Barriers to integrated intake processes, co-enrollment, co-case management, and coordination of workforce services.** Current local area processes across workforce partner programs are often cumbersome and can pose a barrier to enrollment in some programs. The local areas have identified this an opportunity area for improvement, and plan to work collectively to engage workforce partners in making system collaboration improvements at the local and statewide level.

An example of a barrier includes the lack of a streamlined co-enrollment and co-case management process results in inefficiencies between programs, contributing to a duplication of efforts and lack of communication. Another example includes the lack of generally accepted protocol for inter-organizational data analysis hinders stakeholders from identifying areas of opportunity and will remain a weakness for regional workforce development activity.

- **Areas of opportunity to increase the collaborative efforts between Workforce agencies and other stakeholder organizations.** In order to build a system of workforce services, the local areas and the AJC network partners need to increase their collaborative efforts in a meaningful way and look to a comprehensive collective design of delivery services. This challenge is not unique to any one local area, but is faced in each local area and in each office location at varying levels depending on the number of stakeholders involved and the history of active collaboration. There are many one-stop required partners, but there are also many workforce stakeholders who are not required one-stop partners but who are major players in workforce development in a local area or in a service area. The local areas strive to identify ways to collaborate with all workforce stakeholders who help make the system stronger and enhance the ability of the local areas to provide resources to job seekers and businesses.
 - **The Cliff Effect and helping workers transition into self-sustaining employment.** Although Nebraska has an extremely low unemployment rate, it has an extremely high number of underemployed workers who must hold two or more jobs in order to earn a living wage. It also has a large number of workers who hold full- or part-time employment and also receive some level of social assistance benefits, including SNAP, child care assistance, housing assistance, utility assistance, or other forms of assistance. The rational fear of losing an immense amount of assistance by taking on a new job or getting a raise at a current job is prevalent among many underemployed Nebraskan. The local areas see an opportunity to continue to find ways to better connect the individuals we serve with the right training to increase their ability to earn a livable wage, as well as to connect them with any resources related to their continued eligibility for these assistance programs. SNAP Next Step has helped in this process, but there is still a lot of room to improve on our service delivery model to the underemployed.
 - **Employer perception of lack of workers especially in certain skill areas.** Businesses throughout Nebraska are in need of skilled workers to handle a variety of in-demand occupations. With Nebraska's stagnant population growth, it is more and more difficult for businesses to recruit a workforce using traditional methods to meet their growth needs, such as extensive background checks.. Certain populations have been often overlooked by employers, including individuals with criminal records, homeless individuals, English language learners, or individuals with other barriers to employment. The local areas are committed to trying to help businesses meet their recruiting needs by developing programs to skill up these workers and providing outreach to businesses regarding best practices to hire and retain a qualified workforce that includes these individuals.
- ii. capacity to provide the workforce development activities to address the education and skill needs of the workforce in each district, including individuals with barriers to employment, and the employment needs of employers.**

Each of the local areas has the capacity to deliver services in their respective economic districts, both in person and through technology. Use of virtual platforms and mobile accessible forms have expanded due to COVID-19, increasing participant access to programs and services, as well as the

ability to serve employers, job seekers, and other workforce stakeholders more quickly and at a greater geographical distance. The continued use of such technology will help to enhance the capacity of the local areas to address the education and skills needs of the workforce throughout the entire state.

Employers are able to access business services via remote technology, at one of the American Job Centers or Career Centers near them, or in-person at their worksite. Local area programs partner with corrections facilities to offer services to individuals nearing release. Staff also travel to alternative sites, including rural locations to meet with individuals unable to travel to the office or access services remotely. Partners provide cross-training and professional development opportunities across programs, both virtually and in-person. Program partners collaborate on various committees and task forces to address issues including serving high barrier populations, system and program alignment, industry sector needs, and the benefits cliff. These task forces often cross local area boundary lines.

Individuals with Barriers

The local area boards emphasize services to individuals with barriers to employment.

JAG Nebraska (the Jobs for America's Graduates program operating in Nebraska), a state-based program, currently operating in the Greater Nebraska Workforce Development Area with plans to expand statewide, is dedicated to preventing high-school dropout among young people who have significant barriers to graduation or employment

Jobs for Veterans State Grant (JVSG) provides a Disabled Veterans Outreach Program (DVOP) with Reemployment Services Coordinators in Grand Island, Scottsbluff, Columbus, Norfolk, Beatrice, North Platte, Lincoln, and Omaha. One of their responsibilities is to align the WIOA programs with other veteran's service programs. Additionally, Local Veterans Employment Representatives (LVER) are located in Hastings, Norfolk, Lincoln, and Omaha who work with Greater Nebraska businesses to promote hiring veterans. Activities include collaboration with SSVF and other programs to create Veterans First initiatives and facilitate wrap around services.

Each local area, in collaboration with the NDOL, has a Limited English Proficient (LEP) plan to ensure programs are accessible in multiple languages.

The WIOA Title 1B program works in conjunction with Nebraska VR to assist individuals with disabilities (both mental and physical disabilities) to obtain and maintain employment.

Workforce partners cooperate with the Nebraska Commission for the Blind and Visually Impaired (NCBVI) to create opportunities and guarantee services are accessible for the visually impaired. Part of this commitment involves cross-training staff on how to assist individuals in general with disabilities and specifically for the blind, making JAWS (Job Access with Speech) screen readers available in each office.

All facilities are physically accessible, in compliance with ADA standards for accessible design. Reasonable accommodations and modifications are provided to individuals with disabilities when administering assessments. The Greater Nebraska Accessibility Policy available at dol.nebraska.gov further guarantees universal access.

Describe service strategies established by the local boards in each district, including the establishment of *cooperative service delivery agreements*, which are required under WIOA Sec. 106(c)(1)(B) and 20 CFR § 679.510(a)(1)(ii). In this context, a *cooperative service delivery agreement* is an agreement among the local boards and CEOs in the statewide planning region regarding service delivery that crosses local area boundaries.

Nebraska currently has no formal cooperative service delivery agreements in place.

Describe the coordination of administrative cost arrangements by the local boards in the statewide planning region, including the pooling of funds for administrative costs, as appropriate.

Nebraska does not currently pool administrative costs. Funds are allocated by the State of Nebraska to the three local areas, Greater Lincoln, Greater Nebraska, and Greater Omaha. Program participant costs are administered by the local area boards through their respective service providers.

Describe the development and implementation of sector initiatives by the local boards for in-demand industry sectors or occupations in the statewide planning region.

Greater Omaha places the HWS Workforce Strategy and Innovation Committee with the leadership to understand the labor market information for local and regional in demand industry and occupations. Committee members comprised of partner programs, Greater Omaha Chamber, educators, business leaders, community-based organizations review initiatives and propose potential strategies. Industry leaders provide input for the sector strategies and the best workforce system role to further an industry sector. The WSIC will bring the recommendation to the board to ask for board support and leadership with the initiative. Industry sector initiatives may already have momentum through initiatives led by industry associations, the Chamber, or others. Business must always inform the industry sector and occupation needs. The Workforce system will respond by coordinating to meet the need and measure the results of the strategy.

The Greater Nebraska Workforce Development Board's Strategic Planning Committee utilizes data and business input to drive sector initiatives. The development of initiatives and career pathways occurs through the convening and coordination of Greater Nebraska staff, Economic Development, Career & Technical Education, partners, businesses, and educators. Efforts are focused toward industries and occupations trending in growth or experiencing a shortage of qualified workers. The Board considers the following elements when evaluating initiatives presented by Greater Nebraska staff and partners:

- employer need within a regional labor market;
- impact on economic stability and growth;
- benefit to low income individuals; and
- stakeholders involved.

The Greater Lincoln Workforce Development Board's Strategic Initiatives Committee works with the Lincoln Partnership for Economic Development to identify sector strategies. To support sector strategies, the Greater Lincoln Workforce Development Board GLWDB also works with community coalitions like:

- Bridgeway to a Better Life
- New Americans Task Force
- Lincoln Manufacturing Council
- EmployLNK

to support sector strategies.

Describe how the local boards coordinate transportation and other supportive services in the statewide planning region, as appropriate.

Transportation

Each of the local boards recognize the need to reduce barriers that hinder the progress of the individuals we serve. Numerous entities in each of the local areas provide supportive services, which the respective Title IB providers and One-stop operators make known to workforce professionals and to job seekers through one on one assistance, the provision of information at the American Job Centers, as well as on-line.

Transportation challenges are similar throughout Nebraska, with service limitations including hours that don't serve second and third shift workers and limited to no route accessibility in some areas. The local area boards have implemented service delivery based on community resources and participant needs.

Greater Lincoln is served by the StarTran and provides bus passes, mileage reimbursement to participants who have a vehicle or an approved driver/vehicle arrangement, Uber/Lyft credits, or assistance through the Ponca Express.

Fourteen Greater Nebraska communities have public transit within city limits, in addition to intercity routes connecting 30 Nebraska communities and four communities in neighboring states. Despite this transit system, the vast geographic area of the local area and the lack of public transit in rural areas complicates the ability to meet the needs of employers and job seekers. Where possible, the GNWDA provides bus passes and mileage reimbursement to eligible participants to attempt to mitigate this primary barrier. WIOA Title 1B staff coordinate services with partners in their respective communities.

Greater Omaha, which is served by the Metro, provides bus passes, gas card, and Uber/Lyft credits. These supports are limited to \$1500 per participant and require additional collaboration with other community partners to leverage this resource. Referrals to other community partners who provide transportation resources is a requirement of the program. GO participates on the Metro Area Planning Agency (MAPA) Community Transportation Council to promote creative transportation methods to meet career seeker needs. Businesses also initiate creative transportation options through Enterprise Rental Car and employer shuttle systems.

The lack of a comprehensive and reliable transit system in all Nebraska communities is widely recognized. Efforts exist in Nebraska to address these shortfalls. The Nebraska Department of Transportation launched Phase 3 of the Mobility Management Project (<https://nebraskatransit.com/index.php/mobility-management/>) in July 2019. This phase consists of three stages, scheduled for completion in 2022. Stage One of this phase, consisting of seven projects, including several studies, coordination, public relations, and selection of a technology vendor, is currently underway.

Greater Omaha is a part of the Heartland 2050 initiative which is a community-driven initiative, pulling in stakeholders from across the region to think big picture and work towards a common vision for the Omaha-Council Bluffs metro area. One of the areas of focus is the lack of transportation access to jobs and education. Work is being done with this group to increase options for multi-modal transportation, such as walking, biking and public transit. More information on this initiative can be found at <http://heartland2050.org/>.

Supportive Services

The needs and resource accessibility of each community vary widely. Assistance with linkages, referrals, and accurate information about the availability of supportive service assistance not provided or funded by WIOA includes, but is not limited to, Supplemental Assistance Nutrition Program (SNAP) benefits, Temporary Assistance for Needy Families (TANF), Community Action Partnerships, SCSEP, Voc Rehab, Job Corps, veteran's assistance funds, financial assistance for education, county public assistance funds, etc. Where able, participants are co-enrolled into SNAP E&T, dislocated worker programs, Voc Rehab, TANF, and other partner programs. Partnerships exist and continue to be developed in each area to coordinate service delivery and address gaps:

Greater Lincoln

To maximize the use of the Workforce Innovation and Opportunity Act (WIOA) funds, participants must be unable to obtain grant assistance from other sources to pay the costs for training or supportive services or require WIOA assistance in addition to other sources of grant assistance. Potential sources for other funding may include state-funded sources, Pell Grants, or Trade Adjustment Assistance (TAA). In addition, supportive services funds are provided only when necessary to enable the participant to take part in career services, training services, or youth employment and training activities.

Costs for supportive services must be allowable, reasonable, and necessary. Assistance for supportive services includes:

- Transportation
- Child Care and Dependent Care
- Housing and Utilities
- Medical services
- Protective and other clothing, eyewear, tools, or equipment required to participate in a training program, employment, or pre-employment activity.
- Education related books, supplies, and fees

Greater Nebraska

Supportive services such as work uniforms, tools, health screenings, child care, and license fees are prioritized on an individual participant need basis. Partnerships with programs such as Families First Partnership in North Platte, Norfolk Family Coalition, and others throughout the state have been developed to coordinate provision of supportive services and ensure individuals requesting assistance from partner programs are connected with employment assistance to help them obtain self-sufficiency.

Greater Omaha

Supportive services are provided by many different partners within the workforce system. Co-enrolled participants are case managed collaboratively and supportive services are coordinated by the primary case manager to avoid duplication of services and maximize braiding of funding streams.

Coordination of various supportive services includes housing assistance, transportation, tools, and child care. Through collaboration and ongoing partner meetings, workforce system partners receive updated information and cross training on available services. Through collaboration services reduce duplication and increase access for participants to enhance their training and employment opportunities.

Describe how the local boards in the statewide planning region coordinate services with economic development services and providers in each district.

Greater Lincoln

The Greater Lincoln Workforce Development Board has close ties to multiple economic development services.

Mayor's Economic Recovery Task Force

Mayor Leirion Gaylor Baird and members of the Economic Recovery Task Force released a report on October 09, 2020 with recommendations to support Lincoln's economic recovery in the face of COVID-19. Mayor Gaylor Baird appointed the 18-member Task Force in May and charged it with developing strategies to support local businesses, workforce development, and sectors of the economy that have been strongly impacted by the pandemic, while fostering public health, inclusion, and resilience in Lincoln.

The Task Force issued recommendations in six main areas:

Developing opportunities for business-to-business support. The Task Force recommends the organization of business-to-business town halls in which businesses directly share information, resources, and experience with one another on topics relevant and timely to the business community, including supporting mental health and social connectedness, accessing financial assistance, and creating a safe working environment.

Investing in local, small, and diverse businesses, including women- and minority-owned businesses. The Task Force recommends, in the spirit of economic resilience and inclusion, that

residents, employers, and public and private sector leaders target spending toward local businesses, small businesses (less than 50 employees), and diverse businesses, including women- and minority-owned businesses. It recommends that the City re-evaluate its procurement policies and practices to enhance access to City contracting opportunities, and it encourages employers in a position to do so to pledge to spend 1 percent more locally. The Task Force also encourages employers to continue to support employee childcare by providing flexible work arrangements and subsidizing childcare where possible, in the spirit of economic resilience and inclusion.

Leveraging local workforce assets. The Task Force recommends the simplification and amplification of employer participation in local workforce programs and networks that are designed to connect jobseekers with employment opportunities, such as EmployLNK, the American Job Center, and NEworks. It encourages employers to eliminate potential barriers to employment by revising and simplifying job descriptions with the help of organizations like the Lincoln Human Resource Management Association and Society of Human Resource Management.

Upskilling and reskilling Lincoln's workforce. The Task Force recommends that the City of Lincoln create incentives for reskilling workers who have lost jobs as a result of COVID-19 and for upskilling low-wage workers, to allow them to advance into higher positions. The Task Force also recommends that workforce and education partners, in collaboration with employers, develop "ready to work" courses that prepare residents for new industries and lead to employment opportunities, like the Lincoln Manufacturing Council's six-week manufacturing class that culminates in a manufacturing jobs fair.

Promoting workplace safety and consumer confidence. The Task Force recommends the development of an awareness campaign to highlight local businesses that are advancing public health by employing common sense and innovative public health strategies. The Task Force also recommends that public and private sector leaders help businesses gain access to personal protective equipment.

Providing financial assistance to impacted businesses and investing in new businesses. The Task Force recommends that the City establish a fund to provide grants to businesses that have been particularly impacted by COVID-19, and that the community continue to invest in new businesses and support a culture of entrepreneurship.

Task Force subcommittees were led by Jasmine Kingsley (Local Business Strategies), Cori Sampson Vokoun (Local Workforce Strategies), and Maribel Cruz, Ph.D. (Local Sector Strategies). Other task force members were Marco Barker, Ph.D., Matt Bavougian, Wendy Birdsall, Quentin Brown, William Cintani, John Croghan, Shannon Harner, José Lemus, Susan Martin, Dan Marvin, Kim Russel, Nader Sepahpur, and Bud Synhorst.

Lincoln Partnership for Economic Development

The Lincoln Partnership for Economic Development (LPED) is a public-private collaboration charged with fulfilling Lincoln's Economic Development goals. Job growth and business expansion are critical components of a vibrant and thriving community. The Lincoln Partnership is committed to supporting Lincoln's continued success as a place of business expansion,

growing talent and endless opportunities. Our primary areas of focus are Business Development, Business Retention & Expansion, Entrepreneurship & Innovation and Talent Strategy in Lincoln. Bryan Seck, Director Of Workforce Development at Lincoln Partnership for Economic Development serves on the Greater Lincoln Workforce Development Board.

LPED 2021 Goals

- To assist companies in recruiting, retaining and growing a skilled workforce
- To grow and recruit primary businesses, jobs and investment
- To continue to build and sustain the Lincoln startup ecosystem with community and companies

Prosper Lincoln

Prosper Lincoln has several data-informed strategic initiative areas including: early childhood, innovative workforce, affordable housing, strong neighborhoods, and civic investments.

Action strategies for Innovative Workforce include:

- Streamlining job training and placement programs
- Attracting talent through recruitment and retention resources
- Creating entrepreneurship opportunities

Through its relationship with LPED, the Board is able to gather information on workforce issues and concerns through a regional development group known as the Lincoln Area Development Partners (LADP).

LADP is a diverse group of community partners committed to investing in the success of industry and business in southeast Nebraska. This group is comprised of economic development organizations representing Lincoln, Crete, York, Seward County, Gage County, Fillmore County, Auburn, Falls City, Black Hills Energy, and Southeast Community College.

The GLWDB and AJC's also partner with Education and Training Providers and local Business to collaborate on development of special initiatives and training to meet the shortfalls of a skilled workforce.

Greater Nebraska

Dan Mauk, Executive Director of the Nebraska City Area Economic Development Corporation, serves as an active member of the Greater Nebraska Workforce Development Board. Additionally, Pat Comfort, Regional Manager of the Scottsbluff office serves on the Panhandle Area Development District Board of Directors.

Nebraska Department of Economic Development (DED) Field Representatives are working regionally with employers throughout Greater Nebraska to identify business barriers and refer businesses to appropriate resources. Workforce needs are among the top issues employers face, particularly in the rural areas. DED Field Staff have established relationships with DOL staff and have been trained on recruitment, hiring, training, retraining, and retention services available at

the local AJCs, career centers and other partner agencies throughout each of the Greater Nebraska planning regions.

DED Field Staff work closely with local and regional economic development staff and partner agencies and have long standing working relationships that connect existing businesses, as well as startups and business recruitment prospects, to the local resources available. Many of these local resources include workforce development and training. Appropriate referrals or collaborations are made to assist businesses with workforce challenges.

Greater Omaha

The Greater Omaha area expects coordination of the regional workforce services with economic development groups, education and training providers, current businesses involved with economic development entities, and targeted business from emerging sectors/industries. Currently, the following are involved in developing regional strategies: Economic Development • Greater Omaha Chamber of Commerce • Greater Fremont Development Council • Greater Fremont Economic Development Education & Training • Metropolitan Community College • Iowa Western Community College Business • Airlite Plastics • InTouch Communications • Truck Center, Inc Greater Omaha's Regional and Local Plan – 2019 2-year modification • Blue Cross and Blue Shield of Nebraska • CHI Health • First Data Corp • Distefano Technology & Mfg. • TLK Air/Cargo Zone, LLC • Heartland Insurance Associates • Nebraska Medicine • Phillips Manufacturing • First National Bank • Chesterman Co.

Greater Omaha continues to work with the local areas in the Region for a better understanding and shared solution finding among economic development, education, & training, and business needs in these areas.

Statewide

EmployLNK, EmployOMA, EmployNebraska

EmployLNK is a collaboration of workforce development agencies in Lincoln including Equus/American Job Center, Nebraska Department of Labor, Lincoln Partnership for Economic Development/Prosper Lincoln, Lutheran Family Services, Catholic Social Services, Vocational Rehabilitation, Center for People In Need, Commission for the Blind and Visually Impaired, Veterans Affairs and more. EmployLNK is the single point of contact for business to interact with the agencies that serve others and to organize job fairs and other employment-focused events. In addition to monthly meetings to share common issues and hear from Lincoln businesses on their openings, this group also plans career fairs for veterans, adults and students and plans a reverse pitch job fair for case managers to learn about jobs in the community. In total, the agencies serve 5,000+ Lincoln residents.

EmployLNK has expanded to the remainder of the state through EmployOMA and EmployNebraska (EmployGI, EmployKearney, EmployHastings, et al) groups.

Blueprint Nebraska

Blueprint Nebraska is an organization of diverse business, industry, and civic leaders who developed a statewide economic development blueprint based on both data and surveys of leaders

statewide. Strategic initiatives include: leading job growth, quality of life, building the population of 18-34 year olds, leading income growth, and increasing research and development investment.

Aksarben Foundation

The Aksarben Foundation is focused on leadership development and promoting education and career training. Priority initiatives include: Regional efforts in Northeast and Central Nebraska, as well as a technology collaborative and a transportation and trade initiative.

Nebraska Tech Collaborative

The Nebraska Tech Collaborative (NTC) – an Aksarben workforce initiative – is business-led, and comprised of over 100 business, government, education, and non-profit partners all working together to drive results and scale to build a world class tech ecosystem in Nebraska. Tech jobs are found in every company and industry sector. Agriculture, Nebraska’s biggest industry, has a significant tech component and is a huge growth sector for careers in tech. But tech jobs in Omaha, Lincoln, and Nebraska have grown more slowly than other, similar cities and states. The tech sector is the fastest growing sector in the country and world. But the reality is that the fastest-growing sector is leaving and will continue to leave Nebraska behind if we don’t act now. The NTC is going to work to increase the number of tech jobs in Nebraska by 10,000 and the number of new tech companies in Nebraska by 300 by 2025.

Describe the agreement established among the local boards that addresses how the local boards in the statewide planning region will:

- a. collectively negotiate and reach agreement with NDOL on local levels of performance for the performance indicators described in WIOA Sec. 116(c); and**

Greater Lincoln, Greater Nebraska, and Greater Omaha will meet prior to negotiations with NDOL to discuss performance levels and coordinate on areas of concern. Furthermore, Greater Lincoln, Greater Nebraska, and Greater Omaha agree to meet quarterly to review local area performance and strategize on areas of opportunity to ensure statewide goals are met.

- b. report local area performance on those indicators.**

Program performance will be reported utilizing NEworks, the State of Nebraska’s management information system of record.

Describe the process followed by the local boards in the statewide planning region to provide an opportunity for the public comment on the development of the regional plan or any subsequent modification of the plan before submitting the plan to NDOL. To provide adequate opportunity for public comment, local boards must:

Notice of Public Hearing was posted in the Lincoln Journal Star, Omaha World Herald, Grand Island Independent, Scottsbluff Star-Herald, North Platte Telegraph, Sidney Sun-Telegraph, Norfolk Daily News, Beatrice Daily Sun, Columbus Telegram, Hastings Tribune, Kearney Hub.

a. make information about and copies of the plan and subsequent modifications available to the public through electronic and other means, such as public hearings and local news media;

A draft of the draft regional plan was available for review on March 1, 2021 at: www.lincoln.ne.gov/workforceplan, www.hws-ne.org, dol.nebraska.gov and at the City of Lincoln, 555 South Street, Suite 301, Lincoln, NE 68508, 5752 Ames Ave, Omaha NE 68104, & 941 O St, Suite 400, Lincoln NE 68508.

b. include an opportunity for comment by members of the public, including representatives of businesses, education, and labor organizations.

The public was given the opportunity to comment on the plan at the March 1, 2021 public hearing and at the GLWDB Executive Committee Meeting on February 25, 2021, the GOWDB meeting on February 25, 2021, and the GNWDB meeting on February 25, 2021.

- c. provide no more than a 30-day period for comments on the plan and subsequent modifications before submission to NDOL, beginning on the date on which the plan and modifications are made available to the public;

The plan was made available for public comment from March 1 - March 30, 2021. Public comments were directed to Erin Porterfield, eporterfield@hws-ne.org or 402-218-1163; Bobbi Jo Howard, bobbijo.howard@nebraska.gov or 402-580-2311 during the public comment period.

- d. submit to NDOL any comments that represent disagreement with the plan or subsequent modifications *or* indicate that disagreeing public comments were not received, if that is the case; and
- e. ensure that all open meetings are held in compliance with the Nebraska Open Meetings Act.

All meetings were held in compliance with the Nebraska Open Meetings Act. Minutes from each meeting are posted here: